

# RECRUITER

United States Army Recruiting Command July 2008

## Journal



*Celebrating 35 Years*  
RECRUITING THE ALL-VOLUNTEER ARMY  
1973 - 2008

# RECRUITER Journal

Winner Keith L. Ware Award 2007

## U.S. Army Recruiting Command

July 2008

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FLARE

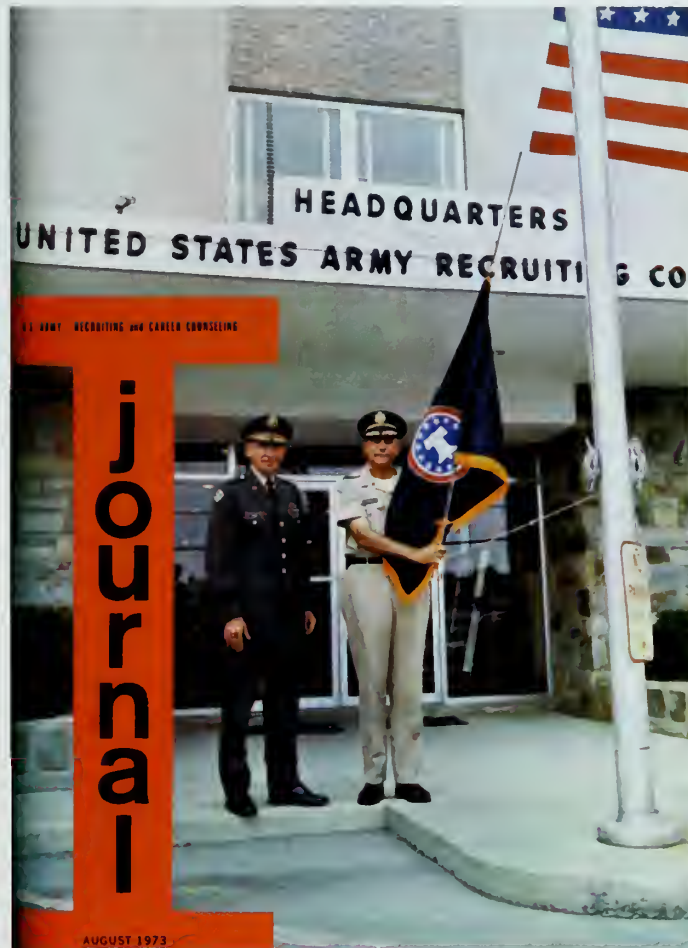


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### 16 35 Years of An All-Volunteer Army July 1

The modern era of recruiting originated with Richard M. Nixon's 1968 campaign promise to end the draft. It was given shape by the 1970 Gates Commission Report, which charted a course for maintaining military strength without conscription.



Maj. Gen. John Henion and Brig. Gen. Harold Yow bring down the USAREC flag for the last time at the Liberty Building in Hampton, Va. USAREC officially moved to Fort Sheridan, Ill., July 1, 1973.



Recruiter Journal revisits past advertising campaigns used in the All-Volunteer Army recruiting efforts.

### 18 Future Soldier Cashes In on A-RAP

Just days after it was implemented, Future Soldier Ryden Ishida from Oakland, Calif., became the first person to cash in on the Army's newest recruiting initiative, the Army Recruiter Assistance Program.

# 35 Years of Recruiting Volunteers

**T**hirty-five years ago this month, the Army embarked on the mission to recruit an All Volunteer Army. We can now proudly reflect on the history of that All Volunteer Army and what Army Recruiters have accomplished during the past 35 years.

A lot has changed over the years. It might be hard to believe now, but in 1973 our active Army accessions goal was 196,000, and the Army achieved it. Our active Army goal would peak at 204,600 in Fiscal Year 1975 and would remain above 100,000 each year, through Fiscal Year 1989.

During these 35 years, we have seen advertising campaigns evolve from a fledgling “Today’s Army Wants to Join You” to “Be All You Can Be” to “An Army of One” to today’s “Army Strong.”

Thanks to the support of Congress, we’ve seen tremendous improvements in recruiting incentives, exemplified by the introduction of the Montgomery GI Bill plus the Army College Fund in 1985.

Change has been a constant. But one thing has not changed and that is the fact that the All Volunteer Army is truly an All Recruited Army.

It is the men and women of USAREC – Soldiers, Civilians and Contractors, supported by Army Families, who have made the All Volunteer Army a success.

Our success has been repeatedly demonstrated by the Soldiers we have recruited.

Volunteer Soldiers have shown their mettle in Grenada, Operation Just Cause, Desert Storm/Desert Shield and now in Operation Enduring Freedom and Operation Iraqi Freedom.

In 1775 George Washington, our country’s first commander



**Maj. Gen. Thomas P. Bostick**

in chief, said, “Let us have a respectable Army, and one such as will be competent to every contingency.”

The Recruiting Command has accomplished the task of recruiting such an Army, comprised of volunteers, for 35 years.

During June, we welcomed Deputy Commanding General Brigadier General Joseph and Beth Anderson and their Family to the recruiting team. He comes to recruiting after serving as the Multinational Corps-Iraq Chief of Staff. We thank Brigadier General Dave and Robyn Mann and their Family for their wonderful leadership and many sacrifices, and wish them well as they move on to his assignment as Commanding General, White Sands Missile Range, N.M.

We have a long way to go before we close out 2008, but we have the momentum to be successful and the strength of the most powerful force in the world, the Army Soldier to make it happen.

Thank you for what you do for our Army and our nation! See you on the high ground!

**“Let us have a respectable Army, and one such as will be competent to every contingency.”**

**— George Washington, 1775**

# Keeping the High Quality of the Force

After completing the 1,440-mile journey from Fort Bliss, Texas, to Fort Knox, Ky., I have officially reported as the 16th USAREC Command Sergeant Major effective June 2, 2008. “Hooah.”

Last month I had the opportunity to attend the precommand course at Fort Jackson, S.C., with some of the incoming battalion and brigade commanders; I was thoroughly impressed with the professionalism, experience, and positive attitude that these great officers exhibited throughout the course.

While at Fort Jackson, I received a tour of the premier learning institution of the Army, the Recruiting and Retention School. After the tour I realized why it is considered to be such; the instructors who I observed and met are truly some of the most professional NCOs that I have seen. They take their jobs very seriously.

I intend to keep the high quality of the force there by continuing the nominative selection process to pick the best NCOs and entrust them with training our future leaders, recruiters, and station commanders.

I was also very impressed with the technology and tools that we are giving to our recruiters and station commanders. We must continuously maintain our



**Command Sgt. Maj. Stephan Frennier**

training programs so that we can leverage this technology to accomplish our mission.

This is no different than qualifying with personal weapons, or tank and Bradley gunnery, if we do not train on our systems then we will not be able to use them when it counts.

There are two issues that I ask your help with this month: noncommissioned officer evaluation reports and retirement and permanent change of station awards.

Part of taking care of Soldiers is having them leave our formation with the award that they deserve. My experience is that most late NCOERs are those in which the proper counseling has not been accomplished; by not properly

counseling we tend to submit a less than accurate evaluation at the last minute.

Let's take care of our Soldiers and civilians and do the right thing by them.

I will close this month's comments by talking a little about safety. Most accidents are avoidable; we must all take responsibility for our own actions and always think before we act. Every one in this command is crucial to the strength of our Army; you are a valuable asset and your family needs you. Let's not let them down.

Thanks for all that you do so selflessly for our Army, and nation.





# Wheelbarrows

"I pray that you have enjoyed my articles the past couple of years. Unfortunately, this is the last one for me as the command chaplain. I will be PCSing but my prayers will continue to be offered for you and your families as you continue to recruit America's finest! God Bless."  
— Chaplain Whiteside

A man decided to show off his skills by walking a tight rope over a waterfall. Before he began, he asked the crowd, "How many believe that I can walk this tight rope?" They cheered him on, and when he made it to the other side, they cheered him on again.

Then he asked, "How many believe I can do it again blindfolded?" The crowd cheered him on, and when he made it to the other side, they cheered him again.

Then he saw a wheelbarrow in some nearby construction equipment. He asked, "How many believe that I can carry this wheelbarrow over my head across the rope?" The crowd cheered him on, and when he made it to the other side, they cheered for him again.

He then asked, "How many believe that I can carry this wheelbarrow across the rope...with someone in it?" The crowd cheered but he stopped them with one last request ... "May I have a volunteer?"

Many times, we all have felt like we were part of the crowd and actually volunteered to ride that wheelbarrow. And I must admit it is truly a ride! It takes a lot of faith and courage to ride in a wheelbarrow. Wheelbarrows are not the most stable of hauling devices. One wheel in the front causes it to tip quite easily, and the handles, no matter how good a shape they are in, always requires putting a great deal of strength to get the load moving.

Recruiting is a big adjustment for every member of the family. It requires adjustments in lifestyles, schedules, and family patterns. In fact, it is just like riding in a wheelbarrow. Moving to a new area and not being a part of a military installation is very traumatic for many families. Many times, new support systems

need to be established, new friendships developed, and personal relationships require readjustments. But through perseverance, personal strength and using local helping resources, many have found success in establishing themselves in a new area. There is the discovery that there are many in the crowds around us just waiting to be asked.

One part of the crowd that is ready and able to assist is your brigade chaplain and chaplain assistant. They can provide invaluable assistance in locating religious resources in your area and in providing retreats for single Soldiers, couples as well as training for families. These events are at no cost to the individuals and provide a safe environment for everyone to participate, learn, and enjoy. Please contact your brigade chaplain or chaplain assistant for more information.

Yes, we each are in a wheelbarrow of sorts every day. But working together helps reduce the rocking and makes for a stable ride. Just as no mission can be accomplished by only one person, so no one family can accomplish all things without assistance from others!



**Chaplain (Lt. Col.) Terry Whiteside**

# Soldier Stories: Communicating Army Strong

By Amanda Huneke, Weber Shandwick

Every Soldier has a unique story to tell about his or her Army experience. Whether it's about their decision to join, unconventional Army assignments or amazing educational opportunities, these stories act as a platform to share Army messages, change perceptions and increase propensity toward Army service among prospects and influencers. But how does one find these unique stories, why are they important, and how can they be put to use?

Below are several suggestions for harnessing great stories and sharing them in a way that encourages action.

## What Makes Soldier Stories Important?

Soldier stories can be found across all markets, demographic groups and levels of the Army. They have the ability to highlight attributes and change perceptions about the Army mission and its commitment to this country's youth.

## Sharing Soldier Stories with Prospects and Influencers

When communicating the Army's story, Soldier stories can share triumph, well wishes, sorrow and joy. They create a way to highlight common experiences and connect with a prospect looking for the next step in life.

Communicating Soldier stories to a broader audience may include:

- Media outreach to enhance an existing story angle and add a human element

- Relationship building to establish common ground and spark dialogue

- An anecdote to provide support for a key message or important point

- In conversation to highlight the importance of Army service and the impact it has on the nation

## Best Practices

1. Soldier stories have the ability to impact someone's life. As a result, prospects and influencers need exposure to stories that:

- Show the surprising and distinctive side of the Army and are relevant to target audiences and key demographic groups

- Simplify an issue in a way that highlights its importance and encourages action and differentiates a Soldier from his or her peers in a meaningful way



Master Sgt. Wynton Hodges shares his Army story via an electronic press kit launched by Weber Shandwick in mid-May. This medium allowed him to speak with local media about Medical Communications for Combat Casualty Care technology, MC4, which provides digital recording and access to battlefield medical information via laptops and handhelds. *Photo courtesy of Master Sgt. Hodges.*

2. Soldiers can talk about their experiences wearing the Army uniform and the educational opportunities they have had, their assignments around the world and their ability to change the lives of others.

Successful Soldier stories come alive when shared with others because of the impact they have on prospects, influencers and the average citizen. They demonstrate the importance of the Army mission and a Soldier's commitment to a cause greater than any one person.

Every Soldier has a story to be shared with the world, a story that will directly impact the life of at least one young person. It is these stories that change the lives of prospects and influencers — those with the power to change the face of today's Army.

Additional information about telling the Army's story can be found in the U.S. Army Grassroots Community Relations Playbook, available at [www.armygrassrootsplaybook.com](http://www.armygrassrootsplaybook.com). This resource includes story ideas, a media relations tip of the month and helpful tools for executing a successful media relations campaign.

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# First Sergeants Return to Basic Training

By Fonda Bock, Associate Editor, Recruiter Journal

It had been more than a decade since Command Sgt. Maj. Reginald Washington had been on a road march, but last July, the Soldier found himself back at basic training at Fort Jackson, S.C., doing a 10K, weighed down with about 35 pounds of battledress and gear.

"That was a little culture shock," said Washington. "The physical aspect was a challenge, (though) it wasn't hard. I pride myself on trying to maintain a physical conditioning."

Washington and Command Sgt. Maj. Vincent Lewis were the two senior NCOs in Recruiting Command selected to serve outside of USAREC as part of a leadership exchange program with TRADOC that started last summer and ended in April.

Having worked in recruiting since 1992, Washington was reassigned to his old battalion at Fort Jackson – 2d Battalion, 13th Infantry – where he had served as a drill sergeant from 1988 to 1990. Lewis was assigned to the 3rd Battalion, 13th Infantry. As first sergeants in basic combat training, both Washington and Lewis were responsible for ensuring the drill sergeants were training the recruits to standard, following the regulations, and giving the new recruits what they needed in terms of training and development to become Soldiers.

Both said they found the experience to be very fulfilling, informative and beneficial.

"It was a refresher somewhat for me because I was a former drill sergeant," said Washington.

Providing Recruiting Command's senior NCOs with a refresher course and the opportunity to cross train is exactly the purpose of this program said Brian Damron, chief of the personnel proponenty division in the office of the chief of recruiting. He said USAREC also wants to showcase to the Army the talents of senior NCOs who've spent most of their military careers in recruiting.

"Right now we only grow our command sergeants major inside this command," said Damron. "It ain't all they know, but it really is all they know – recruiting – because they haven't had the opportunity to serve as an E-8 anywhere else in the Army."

"When you're on the other end of that at Fort Jackson and you're receiving the folks that we've recruited, then you get a different perspective on it than if you're only doing the recruiting piece. It brings them back from the basic training environment with a different perspective on recruiting applicants and they come back motivated," explained Damron.

Washington concurred. "Most of the recruiting officers say they don't get to see the outcome. But as a first sergeant in that (basic training) environment, you see them as they come in as civilians, you understand the process that they went through because you're a recruiter. So now you get to see the development of them through the training and the mentorship and the







guidance of the drill sergeants from day to day,” said Washington.

Lewis, who has not served as a drill sergeant, but has worked in recruiting for the last 11 years, felt this experience kind of brought him full circle. “It was an awesome thing. It brought a link to what it is we do on the other side (reinforcing) how critical it is that we put in good quality young men and women, because the drill sergeants also have a job to do and that’s to develop those young men and women into U.S. Army Soldiers,” said Lewis.

Damron pointed out that “right now, (Washington and Lewis) have been on both sides of the fence, so they’ve got the joint perspective on what is the best picture of an applicant, where are there issues with waivers, where are there issues with height and weight, physical fitness levels and things like that,” said Damron.

Lewis who has just taken responsibility of the Jacksonville Battalion in Florida says he plans to place an emphasis on better preparing Future Soldiers and having his recruiters talk to the new recruits about the challenges they’ll face at basic training.

“When you talk to people about that stuff, it will help ease the initial shock,” said Lewis, “because that’s what takes most people out. Whether it’s females learning how to tie up their hair or males making sure they have their belts on and pants pulled up. I’d like to see folks get haircuts before they go. Because I can tell you, coming off that bus, it’ll be a lot easier. I think a lot of unnecessary attention will not be placed on some of them.”

Building on that philosophy and given that basic training consistently changes over the years, Washington believes that reintroducing career recruiters to basic training will help them to paint a more accurate picture of the Army to centers of influence and potential recruits.

“Mentally, it gave me a new found respect of what Soldiers are being asked to do in today’s operational tempo,” said Washington. “I mean, you can see it on the news, you can read

about it, but unless you’re in there actually watching these young civilians (transform) into Soldiers and know that they can be in harm’s way within a year’s time, it’s a new-found respect of what we’re asking (of) these young men and women. And to know they know (that) as well, and they’re still raising their hands and saying I want to be part of your Army.”

A little more than halfway through their 18-month training at Fort Jackson both Washington and Lewis were promoted to command sergeant major. Lewis is now responsible for the Jacksonville Battalion and Washington is responsible for the Harrisburg Battalion.

Although not enough time has passed yet to see what difference this cross training will make in recruiting, Command Sgt. Maj. Stephan Frennier said this program is beneficial to the command because it allows senior NCOs in USAREC to experience different leadership challenges.

USAREC is now looking for three more first sergeants to send to Fort Jackson this summer, and this time around for two-year assignments.



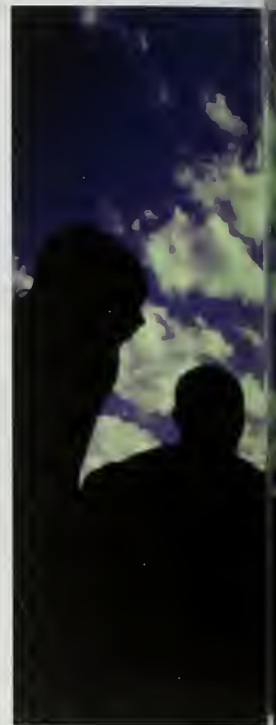
**Recruits in basic training at Fort Jackson, S.C., participate in the obstacle course. Photos by CSM Reginald Washington**



# Self-Development....

## Reach Your

# Goals



*By Phil Tabor, Recruiting and Retention School-Training*

**H**ave you experienced frustration when confronted with a problem that you could not solve and had that frustration increase when someone else quickly developed a solution? Why is it that sometimes the solution to a problem suddenly appears while at other times it is elusive?

Maybe French chemist and microbiologist Louis Pasteur had it right when he said, "Chance favors the prepared mind." What is meant by this statement is that the more knowledge you gain, the greater the chance you can combine bits and pieces of that knowledge to develop a solution. Socrates, the great philosopher, said that "the only good is knowledge and the only evil is ignorance." Even though Socrates was talking about morality, it is relevant since it relates to decision making.

So here it is, 2008, and you're reading quotes from two famous men who contributed immensely to the world, lived 2,000 years apart, yet telling us the same thing... Become a sponge. Conceptually, this sounds great; in a perfect situation we could relax by the pool and read a book, attend a class or seminar, have a private tutor, and soak in every ounce of information available. In reality, we juggle our lives between mission, family, and sometimes sleep, leaving us with the perception that little time is left to dedicate to self-development. As Soldiers and civilians, we owe it to our profession and those that hold trust in our competence to establish and achieve learning goals so we can develop solutions and make appropriate decisions.

Goal setting is the easy part; we set goals on one thing or

another every day. "I'm going to learn another language, I'm going to learn how to invest money, or I'm going to learn how to use GAMAT." Some of these goals are critical, some fanciful, some short-term or long-term, but each has been given a priority. The questions for you to consider are what subjects are critical that you must know to perform your duties? What are the tasks, that if mastered, will make your life easier? Finally, what is the true end state or return on investment? Answering these questions will help you select and prioritize your learning goals; however, your true test will be in the execution and achievement of your goals.

At any given point during a typical day, your goal to learn a task or subject is at risk of being interrupted. This is a critical point that requires your preparation in the form of methods that can be performed without interruption, contingencies, and opportunities. Establish your goals and do not change them. When things get rough follow the wisdom of Confucius, "When it is obvious that the goals cannot be reached, don't adjust the goals, adjust the action steps." In other words, attack your goal from a different angle or adjust how you get to it. Keep in mind





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that you set the goal for a reason and this in itself points to your belief that it is important. So let's look at some suggestions to help you achieve your goals.

## Individual Learning Goals

### ♦ Implement the 10-Minute Rule.

There are always at least 10 minutes during any given day to invest to learning. In 10 minutes, you can carefully read and digest a chapter of UM 3.0, find out who moved your cheese, find out the secrets of the "One-Minute Manager" or discover the tactics of Sun Tzu.

### ♦ Combine a learning goal with a personal goal.

If you're trying to quit smoking, substitute the time it takes to smoke two cigarettes with self-development reading.

### ♦ Implement the "Don't ask" policy.

When you do not know the answer to a policy or regulatory question, look it up before you ask someone for the answer. You will find that your research will give you more information and increase your abilities to perform your duties.

## Leadership Learning Goals

### ♦ Implement the stupid question of the day.

Each day when you AAR or talk to your subordinates, ask them a question they should know at their level. For those that do not know the answer, give them a deadline to come back to you with the answer and location where they found it. This

method provides the leader with an assessment of their force in order to develop training and facilitates development of the subordinate.

### ♦ Implement the three solution policy.

Make it a rule that your subordinates develop three solutions to any problem prior to coming to you with an issue. This will begin to create an environment that fosters learning and critical thinking. Keep in mind that if your force is young, you may have to adjust the number of solutions you expect.

### ♦ Implement a dedicated learning period

As a leader, you must block out or allow time during a specific period for self-development. There are times when you must establish and enforce a period during which the force engages in some form of learning. This may be as simple as dedicating an hour each Friday, or 30 minutes a day. Knowing what your force knows and needs is critical to how you identify, implement, enforce, and validate this concept.

Everything we learn makes us more powerful, effective, and productive. When we increase our knowledge, we create an innovative force that will achieve the goals and vision of the command while conditioning the leaders of tomorrow. In closing, the only danger in learning is the danger of allowing our egos to cause us to forget how we became as smart as we think. There is always room for improvement, so never stop learning.

# Fighting Irish Coach Embraces Fighting Soldiers



The University of Notre Dame men's basketball coach Mike Brey coaches his Soldier basketball team in Kuwait in 2007.

*By Stacie Shain, Indianapolis Battalion*

When visitors walk into the University of Notre Dame men's basketball coach Mike Brey's office and take a seat on his sofa in South Bend, Ind., they'll immediately notice the simple brown book that sits alone on the coffee table. Its title reads "Travel Memories."

But to Brey, it's much more than that.

In an office filled with a flat-screen TV and Irish basketball pictures, Brey reserved a place of honor — as the sole item on his coffee table — for a photo album of special people in special times that he wants every visitor to peruse.

Pictures of his family — not exactly — although Brey would tell anyone that the people in the photos have a special place in his heart.

Candid photos of his current or former Irish players — no, but — Brey learned as much from this group of young men as any other team he coached.

"This team had the best focus, a great attitude and showed the best form of teamwork," Brey said. "They motivated me with many thoughts and ideas of what teamwork really is and should be."

Brey's special photo album, handmade by his wife, Tish, showcases the coach's trip to Kuwait in 2007 as part of Operation Hardwood IV, a basketball event sponsored by the United Service Organization and Armed Forces Entertainment.

What Brey took away from the trip were lessons he used with his 2007-08 Irish team and relationships with the Army that inspired him and his team throughout the past season in which Notre Dame finished 25-8 and tied for second in the Big East Conference.

By living with and coaching Soldiers for five days, Brey learned some Army phrases.

Brey took these phrases to heart and used them with his orphan players at Notre Dame throughout the season.



“One phrase that was just great was ‘adjust and overcome,’” Brey said. “During a college basketball season, you go through many challenges. And what you have to do to be successful is adjust and overcome.”

Brey’s respect for the military and his family ties to the Army — his father had been in the Army and his mother had been a physical therapist at Walter Reed Army Medical Center — led him to immediately accept an invitation from Reggie Minton, the deputy executive director of the National Association of Basketball Coaches, to participate in Operation Hardwood IV. Brey joined six other college basketball coaches, an ESPN analyst, and Minton on a seven-day trip to Kuwait to coach military basketball teams in a tournament at Camp Arifjan.

Besides Brey, Ed Conroy of the Citadel, Jim Crews of the U.S. Military Academy, Dennis Felton of the University of Georgia, Mike Lonergan of the University of Vermont, and the late Skip Prosser of Wake Forest University comprised the coaches of Operation Hardwood IV. Fran Franschilla, the ESPN analyst and former head coach for St. John’s University, also made the trip.

After spending an hour in customs at the Kuwait International Airport, the group made its way to Camp Arifjan, where the men stayed in barracks with the troops.

The next morning, the coaches met with military commanders to get a situational report, and Brey was eager to ask questions.

“I wanted to know what is the morale and attitude of the Soldiers,” Brey explained. “You are barraged with the CNN, politicized version of what is happening in Iraq, and I wanted to know what was really going on.”

Brey’s group, Team LSA, impressed the coach by how hard they wanted to work and how seriously they took the tournament. “These guys wanted coaching,” he said. “They wanted to be called out. They wanted to practice. They wanted to be critiqued. We’d meet before and after practice, and they wanted to be handled like I handled a team back home. They kept saying ‘Let’s do more.’”

Unlike his college teams, Brey said the Soldiers never complained about practices or meetings. Before the third game of the tournament, Brey’s team met in a racquetball room. One team member, a Soldier named Chris, ran in late, dressed in his ACUs. “He came in late for the meeting and apologized that he would have to miss the meeting to go on a mission. But he promised to be back for the game at 1:00,” Brey said. “He’s sorry to miss a meeting, but the only reason he’s missing it is to complete a mission. That was impressive.”

He said the team members played hard, and he was impressed with how every Soldier handled himself.

“In a college basketball game, you’ll get a hard foul every now and then. In these games, every foul was a hard foul. The officials were also military, and no one took offense to any foul or any call. Everyone was so professional.”

Brey’s team lost in the finals, and he jokes that there’s nothing like losing to Team Arifjan at Arifjan with Arifjan officials. But what he remembers most is not the game, or the score or losing his voice but the honor of wearing a uniform to coach the game.

“I got to coach in uniform, and that really made an impres-

sion on me and on my team,” he said. “My team respects that uniform so much, that they sat up and treated me differently when I was coaching in it.”

In addition to coaching his team, Brey also had the chance to visit other camps around Kuwait. On one trip, to Camp Buehring, the coaches boarded a Blackhawk that happened to be piloted by Notre Dame graduate Lt. Col. Benjamin Lacy III. Brey hosted Lacy and his family at the Notre Dame vs. Air Force football game in the fall, and the two have stayed in contact throughout the year.

At Camp Buehring, Brey saw a very different side of the Army and its training. With Buehring being a major training site for Soldiers bound for duty in Iraq, the training and focus is more intense than at most other camps.

“The Soldiers there seemed to look right through you,” Brey said. “They had laser focus. I wish all 19- and 20-year olds could see that. I wish my son and my players could see that. It was like being in a locker room, and I felt like I was intruding.”

Brey said he was impressed with how professional the teaching and training is for Army Soldiers.

“My whole job is teamwork,” Brey said. “My whole life is teamwork. And what I saw with the military in Kuwait was the best example of teamwork I have ever seen. There is no better example.

“These men and women have each other’s backs. They have trust and dependability in tough conditions. It’s motivating. I couldn’t have gotten that out of a coaching clinic.”

After being plugged into the tone of what was going on with the troops in Kuwait, Brey told his team and other servicemen and women he met that back in the States, he had their backs.

“If more people could do what I did, their attitude and support would be different,” Brey said. “People would have respect for what these people signed up for. The sacrifice is truly amazing; it’s hard to fathom, and I have the utmost respect for all of them.”

Brey said that he thinks about things differently now. “I watch the news differently. I see troops in the airport, and I walk over and thank them for what they are doing,” he said.

And what if his son wanted to join the Army?

“Before being there, if my son had said he wanted to go, I would probably have said something like, ‘Can you think about getting a job here?’ but after seeing the professional coaching and leadership and care the Soldiers get, I’d tell my son to go do it,” Brey said. “I’d tell him that he is joining an amazing team and that it would be a life-changing experience.”

During his stay in Kuwait, Brey called in reports to the South Bend Tribune, which ran a daily diary of Brey’s activities and impressions during his trip.

“In the two months after my trip, not one time did someone come up to me and ask about Notre Dame basketball,” he said. “They asked about my diary in the South Bend Tribune, and people were hanging on every word I said.”

*Editor’s note: Notre Dame basketball coach Mike Brey is a COI for Indianapolis battalion. The battalion cultivated the relationship with Coach Brey during its sponsorship with the university from 2006 to 2008.*





Maj. Gen. Scott West, TACOM commanding general, speaks to the media prior to the cutting of the Army's 233rd birthday cake at the Michigan International Speedway. With West is Army NASCAR driver Mark Martin and MaryCay Thorrez-Wheeler, the mother of six Soldiers, including one who was killed in Iraq in 2003.

## Happy Birthday Army

*Story and photo by Jake Joy, Great Lakes Battalion*

**S**oldiers and Future Soldiers from Great Lakes Battalion, business leaders, the Army NASCAR race team and local and national media took part in the Army's 233rd birthday cake-cutting ceremony June 15. The celebration took place at the Army racing hauler, during the LifeLock 400 NASCAR race at Michigan International Speedway, Brooklyn, Mich.

Army driver Mark Martin, Maj. Gen. Scott G. West, commanding general of Tank-Automotive and Armaments Command, TACOM, and MaryCay Wheeler-Thorrez, the mother of six Soldiers, five of whom accompanied her to the race, cut the cake during a live broadcast on the SPEED channel.

Journalists from many regional and NASCAR-related outlets crowded around the hauler as Martin, West and others honored Wheeler-Thorrez and her sons. The first Wheeler brother to enlist, DJ, was killed in a patrol ambush in Iraq in 2003. Since then, five of his younger brothers have enlisted. Their mother continues to support her sons and root for their success.

"It's not about me, it's about them. I want people to know their names," said Wheeler-Thorrez. "I'm just blessed to be a part of it."

Participants also toured the Army's Strength in Action Zone, a lead-generating interactive area where NASCAR fans can race robots, clamber up the rock wall, face-off in a push-up challenge, try a weapons simulator and get their picture taken with the Army show car. Despite lower than usual attendance at this year's race, the zone was popular among race fans, bringing in more than a thousand qualified leads during the weekend. A local radio station interviewed Soldiers and participants during live remotes from the zone throughout the weekend and encouraged people to come down to the track.

After the garage and pit tour and cake-cutting ceremony, participants made their way to an Army-hosted luncheon, where they were treated to remarks from West Michigan Army Reserve Ambassador Mel Bauman, Col. Tracy Cleaver, commanding officer, 3d Brigade, and Lt. Col. Kevin Payne, commanding officer, Great Lakes Battalion. Everyone ate their fill of fried chicken and pulled-pork barbeque, then made their way to the Army's seating section to enjoy the race.

"We're all just enjoying being here and enjoying our time together," said Wheeler-Thorrez.



# Future Soldiers Celebrate Army Birthday at Miller Park

By Sara Micka, Milwaukee Battalion

The Milwaukee Brewers joined the Milwaukee Battalion in honoring nearly 80 Future Soldiers Sunday, June 1. Following the announcement of the Army's 233rd birthday and a moving tribute to our servicemen and women, the Army marched onto the field at Miller Park. The stadium was at capacity as Lt. Gen. Ronald L. Burgess, deputy director of National Intelligence, administered the oath of enlistment.

From the start, the Milwaukee Battalion made it a visible Army day at the ballpark. Future Soldiers and recruiters gathered at a far end of the parking area and marched around the stadium, loudly calling cadence, en route to the Army's tailgate party. On the way, they passed a display of Army equipment provided by reservists from the 757th Transportation Battalion and were greeted by GI Johnny upon their arrival to the tailgate party. Afterwards, Burgess addressed a formation of Future Soldiers and then promoted three from the Milwaukee and Appleton companies.

"They have set a very high mark for you," said Burgess, referring to the men and women who serve in the Army. "Never forget the values you represent." Burgess thanked them for choosing to enter the Army during a time that is important to the nation and encouraged them to always do their best.

The Army tailgate party concluded with a catered lunch complete with Wisconsin brats and a special visit from the Brewers/Klements racing sausages – Italian Sausage,



An on-field oath of enlistment takes place for these Future Soldiers at Miller Park, Milwaukee. Photo by Pat Grobschmidt

Bratwurst, Hot Dog, Polish Sausage, and Chorizo. While GI Johnny attempted to recruit the sausages, they posed for pictures with recruiters, Future Soldiers and members of the public. A fan favorite, the racing sausages compete at each home game in a foot race during the seventh-inning stretch.

The Army day at the ballpark continued with the on-field oath of enlistment followed by first pitch opportunities for Burgess and Col. Tracy Cleaver, commander, 3d Brigade. The Army group enjoyed a 10-1 Brewers win over the Houston Astros courtesy of the Brewers Stars and Stripes program — a program that pays tribute to the military by providing active and retired personnel two free tickets to each Sunday home game.

## The Army Birthday Is Celebrated in Chicago



Lt. Gen. Benjamin C. Freakley, Army Accessions commander; Tony Schumacher, National Hot Rod Association five-time World Drag Racing Champion; Staff Sgt. Yvonne Kennedy, Chicago Heights Station commander; and Lt. Col. Ed Box, Chicago Battalion commander cut the birthday cake at Harry Caray's Italian Steakhouse, Chicago, June 5. The cake cutting ceremony was part of the Chicago Battalion's center of influence luncheon and featured more than 50 business, education and community leaders from throughout northern Illinois. Photo by Ken Hall



# Special Missions Brigade is Here to Help

*By Sgt. 1st Class Gloria T. Rascon, Special Missions Brigade*

Since activating Oct. 1, the Special Missions Brigade has rapidly become a significant combat multiplier for USAREC and the 'proof is in the numbers.' Its original mission was to provide personnel, logistical and comptroller support to all six recruiting brigades that consist of more than 30,000 personnel — Soldiers, civilians and family members — worldwide.

This idea is what some would have considered a large undertaking within itself; for a brigade, however, the Special Missions Brigade has accomplished more than that. From the commencement ceremony, the Special Missions Brigade was activated a year ahead of schedule on Oct. 1, 2007, and it assumed twice the volume of work that was conceptualized. This promising beginning has set the bar high for many other things to come because the Special Missions Brigade not only provides support, this element also manages the Superleads Program and has three recruiting programs with 14 recruiting missions.

Being a support element, the Special Missions Brigade also provides staff assistance visits. These visits replace the old Command Inspection Program that a brigade would conduct for its battalions. By the end of the fiscal year, the Special Missions Brigade IIT, Inspection, Integration and Training section and its S1, S4 and S8 members will have completed 29 visits throughout the year. Joseph Rivers, who is in charge of the IIT section, said "these visits are effective because there is a training element; we always teach, coach and mentor the units on inspected areas to better prepare them for any upcoming inspections."

One of the brigade's most exciting programs, Superleads, has saved recruiters a great deal of time. This program received three million incoming leads and made 10 million recorded cold calls. As a result, it filtered 60,000 Superleads to field recruiters. These phone calls have saved recruiters 83 million man hours allowing them to work with refined leads. Although Superleads has saved manhours, the Superleads section continues to close business process gaps relating to leads management, such as the lowering the flash-to-bang time of lead sources.



The Special Missions Brigade, in conjunction with the SORB (Special Operations Recruiting Brigade), has implemented a new program called the Forward Operating Detachment-Kuwait (FOD-K). The purpose of FOD-K is to conduct recruiting operations and to accelerate the processing and preparation of in-service recruiting candidate application packets in theater. The team consists of a five-man SORB team to include the first ever 79R multifunction recruiter. These teams rotate every three months in and out of theater. The teams are on their second tour and a third is preparing for its new tour. The multifunction recruiter as a part of this team is an in-service recruiter who recruits Special Operations Programs, the Warrant Officer Program, and the Recruit the Recruiter Program. So far, the multifunction recruiter has completed over 150 applications for these programs.

The Special Missions Brigade has also taken a principal responsibility on executing transformation related functions for the command by creating a transformation team. The team traveled to units affected to assist them with planning for actions required by transformation. The initiatives taken on by the Special Missions Brigade team resulted in a 220 man-hour savings to the command, and resulted in a seamless transition for more than 1,600 Soldier moves, 43 company moves, three battalion closures, and two battalion moves.

The response of Special Missions Brigade employees has been extraordinary in the course of establishing the brigade.

"Good employees are the reason for its success," said CW4 Jack Bailey, the SMB operations officer. "We hired the finest employees available to staff the Special Missions Brigade, and it has been reflected in their performance. We overcame difficulties from the beginning and are now delivering a high level of customer service as evidenced by feedback from the field. We have received more than 200 laudatory comments from leaders of supported units, and are able to provide a level of customer service to recruiting battalions due to our synergy and depth of experience within our sections."

As a result, the Special Missions Brigade has completed its first year intact and ready for new challenges. With several projects in its path, the Special Missions Brigade is projected to make all of its SORB missions, the Warrant Officer Program, and the chaplaincy programs.





Soldiers try their skills at the Army Game during the second Special Operations annual career fair at Fort Hood, Texas.

## SPECIAL OPERATIONS RECRUITING BATTALION CONDUCTS SECOND ANNUAL CAREER FAIR

*Story and photo by Mark Brown, SORB PA*

Special Missions Brigade's Special Operations Recruiting Battalion, Fort Bragg, N.C., recently sponsored the second annual career fair at Fort Hood, Texas. The event was set up similar to career fairs held by the Army Career and Alumni Program and featured recruiters from a variety of Army elements.

The Career Fair provided Soldiers at Fort Hood with information about specialized career fields available to them. The recruiters set up displays that featured actual equipment used in various career fields and were able to answer questions the Soldiers had about each program. Additionally, there was information available that described the eligibility requirements and qualifications.

Col. Dave Roddenberry, the SORB commander, said, "The goal of the Career Fair is to make sure that whoever is interested in a career in Special Operations or any of the other elements represented has the opportunity to find out, firsthand, all they can and explore their options."

During the lead-up to the Career Fair, recruiters from other stations within the SORB came to Fort Hood to work with the Fort Hood Special Forces Recruiting Team. They set up signs and banners announcing the dates of the Career Fair and met with Soldiers to ensure they were aware of the approaching Career Fair. "It's important to get the information out to the Soldiers and Leaders of Fort Hood", said 1st Sgt. Guy Zahn, SORB B Company first sergeant.

In addition to all the SORB mission sets, which include Special Forces, civil affairs, psychological operations, Special Operations aviation and explosive ordnance disposal, the asymmetrical warfare group, chaplain recruiting, Reserve Officer Training Corps, the 75th Ranger Regiment and the Army Medical Department were present. Recruiters from Killeen Company were also available to answer questions and register Soldiers for the SMART referral program.

The Special Operations Career Fair was a success with more than 1,013 Fort Hood Soldiers and officers attending and more than 630 leads cards generated with an interest in a possible career change into Army Special Operations.

A part of Special Missions Brigade, the SORB is a critical USAREC asset charged with more than 70 percent of the command's in-service recruiting missions. The unit is composed of 79R cadre recruiters, station commanders and first sergeants, as well as a mix of Special Forces, civil affairs, psychological operations, explosive ordnance disposal, 160th Aviation, and in-service Airborne recruiters. The primary mission of the SORB is to conduct worldwide in-service recruiting operations to provide the strength for Special Forces, civil affairs, psychological operations, Special Operations aviation, explosive ordnance disposal and Airborne forces. For more information regarding the SORB or Special Operations career fields visit the SORB Web site at [www.bragg.army.mil/sorb](http://www.bragg.army.mil/sorb).

# 35 Years of An All-Volunteer Army July 1

By S. Douglas Smith, USAREC Public Affairs

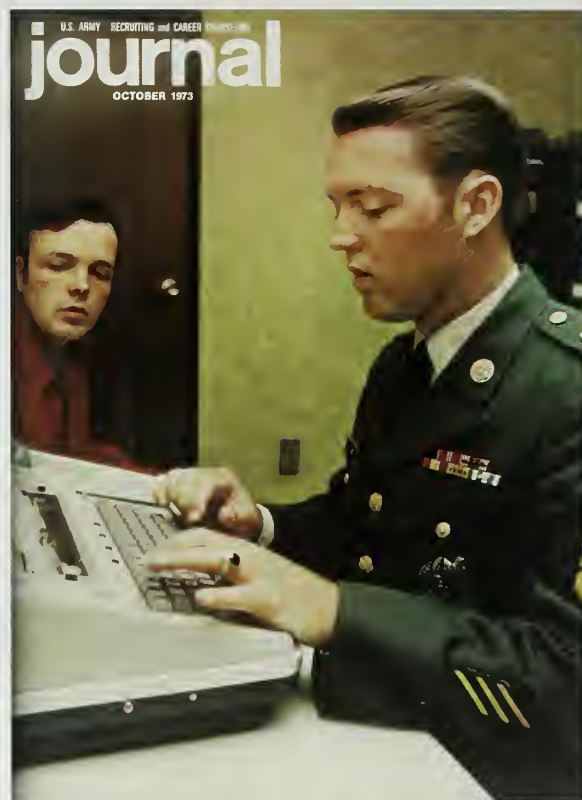
The modern era of recruiting originated with Richard M. Nixon's 1968 campaign promise to end the draft. It was given shape by the 1970 Gates Commission Report, which charted a course for maintaining military strength without conscription.

A main theme of the Gates Commission Report was that conscription imposed a large, implicit (hidden) tax not only on those who were drafted, but also on those who were coerced to enlist because of the threat of being drafted.

In its recommendations, the commission also developed a theoretical case for the increased cost effectiveness of a professional force. Total manpower requirements would be lower as three- to six-year enlistments replaced two-year draft stints. Fewer Soldiers would have to be trained and outfitted. An increased measure of professionalism would result from longer average tours, as well as from a policy that relieved Soldiers of nonmilitary duties and chores.

The stage was set. Over the next three years the Army's end strength dropped from 1.3 million to 780,000. Entry level military pay was raised in order to attract the new level of recruits. National media advertising began with a Spring 1971 television test. A buildup in recruiting forces ensued. Project VOLAR, Volunteer Army, a somewhat controversial experiment in improving Soldier quality of life, was initiated.

These specific actions were part of the Modern Volunteer Army (MVA) Program, which was aimed at strengthening professionalism, enhancing Army life, and developing a modern accession system. These actions proceeded on a timetable



Guidance counselor, Staff Sgt. Harold Edge Jr., uses Project Request to help an applicant at the Armed Forces Examining and Entry Station in a 1973 enlistment.

geared to Secretary of Defense Melvin R. Laird's decision that all-volunteer recruiting should begin July 1, 1973.

Grounds for criticism were several. Some have been laid to rest first by recruiting success and then by the performance of all-volunteer Soldiers. Others persisted in different forms, such as fundamental questions about the affordability of national security requirements, the role of the military in our national life, and the responsibilities of citizenship. The most immediate — and most emotionally compelling — concerns were based on fear that monetary incentives and concessions designed to make military life more appealing would attract people poorly suited to military service and unlikely to become good Soldiers.

## An Early Emphasis on Increased Pay

The early emphasis on increased pay and benefits inspired comment about a "mercenary" force of low quality people, who would be in it only for the money rather than to serve their country.

Compensation needed would certainly be much higher than would be necessary if 40 percent of the force were low-paid conscripts. Another consequence of volunteerism is an older force, with a higher proportion of married Soldiers and dependents. In addition to pay and benefits for all Soldiers, enlistment bonuses and educational entitlements needed to fill the less attractive or more intellectually demanding specialties became large visible expenses, as did the sums needed to market Army opportunities and operate the expanded recruiting establishment.



## The Army's Advertising Campaigns

The first advertising campaign slogan was "Today's Army Wants to Join You."

1971

The Army introduced "Join the People Who've Joined the Army." This evolved into "This is the Army."

1973

The "Be All You Can Be" campaign was introduced.

1981

"An Army of One" debuted Jan. 11.

2001

"Army Strong" debuted Nov. 9

2006

The cost issue also highlighted the role of the Reserve Component. Briefly, an active force big enough to perform all assumed missions was unaffordable.

Maintaining reserve component strength became a particular challenge because the large number of conscripts who served short-term active duty tours were no longer available as a ready manpower pool from which reserve units could be filled. This generated a sizable requirement for the enlistment of people with no prior military service directly into U.S. Army Reserve and National Guard units.

Critics also feared that an Army of volunteers attracted by principally economic incentives would become less representative of the population at large, with various adverse consequences. It was feared that a volunteer Army would be disproportionately drawn from the poor, which by definition also meant heavily weighted with disadvantaged racial and ethnic minorities.

### Concerns Over Volunteers Defused

These issues have been largely defused with the passage of time under the All-Volunteer Army. The ethnicity and income levels of today's Army enlistees closely mirror the society from which they are drawn.

Writing from the historical vantage of 2008, much of the early debate about the soundness of the all-volunteer concept now seems beside the point.

The success of the All-Volunteer Force was shown in the performance of American forces in the 1991 Persian Gulf War and now in their performance in Iraq and Afghanistan, and the ongoing war on terrorism.

America's All-Volunteer Force is widely regarded as the most capable professional force of our time and has become the envy of countries around the world. There is no reason to believe that the Army cannot continue to successfully maintain an all-volunteer force, as long as enlistment incentives are maintained, and recruiting manpower and funding are maintained at an adequate level.



The November 1973 cover of the Recruiting and Career Counseling Journal depicts a USAREC exhibit at People United to Save Humanity or PUSH Expo held in Chicago. Visitors to the three-paneled exhibit could pick up a book of matches or talk about their World War II experiences.



Future Soldier Ryden Ishida and his recruiter, Sgt. Malcolm Payton, hold up a mock check for \$2,000 that Ishida earned for being the first person to refer an Army enlistee through A-RAP. Photo by Docupak

## Future Soldier on A-RAP

"I talked to her about her plans for her life after high school and discussed the opportunities available to her for enlisting," said Ishida. "I talked to her about my MOS, 37F, and she was instantaneously interested."

After speaking with Ishida, Waters took her ASVAB and enlisted the following Saturday choosing 92G, food service specialist as her MOS.

For his recruiting efforts, Ishida received \$1,000 for Water's enlistment and will receive another \$1,000 when she ships for basic training.

The difference between A-RAP and the Army's other referral bonus program, ARS-SMART, is that ARS-SMART is strictly a referral based program, while A-RAP is an "assistance" and referral program. With

A-RAP, Soldiers and Future Soldiers actually work for the contract firm Docupak, which manages and runs the program. The contractor trains and employs Soldiers to become part-time recruiter assistants to provide non-prior service referrals and then issues the bonus pay for each enlistee.

In addition to making referrals, Soldiers and Future Soldiers participating in A-RAP are expected to stay in touch with nominees during the recruiting process, as well as after they leave for training.

Ishida, who ships out to Fort Jackson, S.C., July 22, was impressed with the efficiency of the program and said he planned to continue referring his friends. "This is a great program," said Ishida. "Sergeant Payton called me and told me, 'Hey, I've got an opportunity for you to make some money real quick.' I signed up that night and received the money in a little more than a week."

By Fonda Bock, Associate Editor, Recruiter Journal

Just days after it was implemented, Future Soldier and Psychological Operations Specialist recruit, Ryden Ishida from Oakland, Calif., became the first person to cash in on the Army's newest recruiting initiative, the Army Recruiting Assistance Program.

A-RAP is a Web-based Army referral program that pays Soldiers and Future Soldiers \$2,000 for each referral who enlists in the active Army or Army Reserve.

Ishida had only been enlisted about a month when his recruiter, Sgt. Malcolm Payton with the Fresno Battalion's San Leandro Station, told the Future Soldier about the A-RAP program. Ishida began thinking about friends he thought might benefit from military service, including former girlfriend, Demetria Waters.



Lt. Col. Rick Ellis, Fresno Battalion commander, believes A-RAP presents a great opportunity to Soldiers. "All our Future Soldiers now have a summer job where they can make a tremendous amount of money and give all Americans an opportunity to serve their Army," said Ellis.

A press release from Docupak stated, "To maintain today's readiness and strength requirements, ARMY-RAP promotes strength from within by recognizing and rewarding those who help the active Army achieve its goals."

Soldiers eligible to participate in A-RAP are Future Soldiers who have enlisted under the Delayed Entry Program and

enlisted Soldiers currently serving in the continental United States, or who are located at a permanent duty station where combat duty pay is not authorized, such as Germany, Korea and Guam.

Ineligible to participate in A-RAP are warrant officers, commissioned officers, Soldiers deployed in support of OEF and OIF until they are redeployed to CONUS, Soldiers serving in a recruiting or retention assignment to include those performing recruiting duty, HRAP, SRAP, CSA-SRAP, ADSW, or who are TDY to support recruiting.

Soldiers can sign up for the program online at [www.armyrap.com](http://www.armyrap.com). Account coordinators are available Monday through Friday at 866-742-0320 to answer questions about Army-RAP.

To date, more than 74,400 people have been referred through the Army's referral programs. Of those, more than 15,520 enlisted.

*(Rich Beckett with the Fresno Battalion contributed to this story.)*

## ARS-SMART

### Army Referral System – Sergeant Major of the Army Recruiting Team

[www.2k.army.mil/](http://www.2k.army.mil/)

The Army Referral System - Sergeant Major of the Army Recruiting Team (ARS-SMART) provides a way for people to provide referrals without previous military service who are interested in enlisting into the U.S. Army or Army Reserve. The program allows anyone to assist the Army's recruiting force in providing the strength for America's Army. Everyone who makes a referral through the SMART referral program is eligible for the Sergeant Major of the Army Certificate, provided the referral enlists into the Army or Army Reserve.

ARS-SMART is also the gateway for those eligible sponsors who are making referrals for the \$2,000 Referral Bonus Program. Soldiers, USMA cadets, ROTC contracted cadets, Future Soldiers, Army component retirees and Department of the Army civilians may receive a referral bonus for referring anyone, except immediate family members, if those referrals result in an enlistment into the Army or Army Reserve. The referral must be submitted through the ARS-SMART link online or by phone to 1-800-223-3735, ext. 6-0473.

ARS-SMART is administered by the U.S. Army Recruiting Command.

## A-RAP - Army Recruiter Assistance Program

[www.armyrap.com/](http://www.armyrap.com/)

The Army Recruiter Assistance Program (A-RAP) is a Web-based system that allows Regular Army enlisted Soldiers who are not deployed in support of OEF or OIF and Future Soldiers enlisted under the Delayed Entry Program to become "Recruiter Assistants" who will be trained/employed by a contract company\* in a part-time status to

provide non-prior service referrals for the active Army and Army Reserve.

Soldiers and Future Soldiers must be accepted by the contractor and complete online training in order to participate in the program as a recruiter assistant. Soldiers and Future Soldiers will receive \$2,000 for nominees if they enlist in the Army or Army Reserve. Payment will be made by the contractor in two incremental payments (\$1,000 when the nominee enlists and \$1,000 when the FS ships to initial entry training).

A-RAP is an "assistance" and referral program. In addition to making referrals, participating Soldiers and Future Soldiers are expected to stay in touch with nominees during the recruiting process as well as after they leave for training.

## AR-RAP - Army Reserve Recruiting Assistance Program

[www.ar-rap.com/](http://www.ar-rap.com/)

The Army Reserve Recruiting Assistance Program (AR-RAP) is a referral program run by a contract company\* to provide referrals to the Army Reserve. The company solicits and trains recruiter assistants in the Army Reserve referral process.

Recruiting Assistants can earn money assisting the Army Reserve by identifying well-qualified men and women for service in the Army Reserve. You can earn \$2,000 for each new recruit who reports to Basic Training, or Basic Officer Leadership Course, and for each prior service member who affiliates with a unit for four months and have attended a Battle Assembly in the last 60 days.

Army Reserve recruiting assistants identify individuals within their sphere of influence to develop Potential Soldiers, promote the benefits of service in the Army Reserve, work with recruiters to prepare their referrals for processing and mentor Future Soldiers.

*\* The AR-RAP, and A-RAP programs are administered by the contractor, Docupak, Inc. Any questions regarding the A-RAP, AR-RAP or GRAP program should be directed to Docupak at (866) 566-2472.*

# Cashes In

# Families Can Use the vFRG Web Site

By Jack Nix and Jennifer Collins, Soldier and Family Assistance Branch

The Army's Virtual Family Readiness Group Web system provides the functions of a traditional Family Readiness Group in an ad hoc and online setting to meet the needs of geographically dispersed units and families across the Army. The vFRG provides a portal to a host of links, information and ways to communicate with Soldiers and family members through forums, video e-mail, telephone tree and photo gallery.

The one-stop vFRG Web site serves both married Soldiers and single Soldiers who will find useful tools for reaching parents, grandparents, siblings and significant others.

This is the perfect venue for people to get information that is available and to stay in contact around the world. Links to Armywide and local community resources are also available.

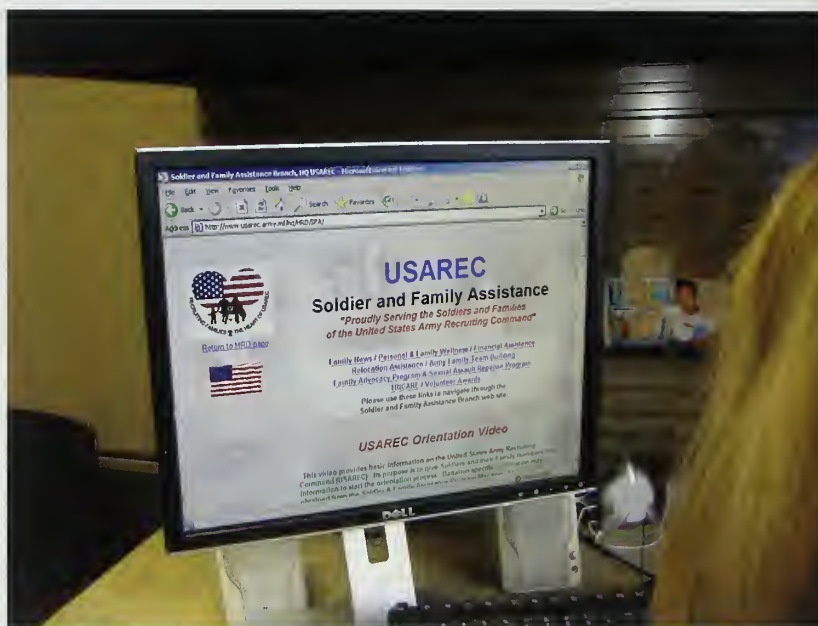
## vFRG Benefits

- Meets Army requirements for information security.
- Provides a resource for communicating safely and quickly with families, no matter where they reside.
- Units control and maintain their own content and users.
- Includes training program and technical support.
- Families can update their contact information.
- No funding required by units or users.
- The vFRG administrator completes the vFRG application located online and submits to FMWRC.

## Access to vFRG

It is easy to access and use the site. In order for a family member to subscribe to a vFRG on the Web site, the sponsoring Soldier must be in that vFRG's Soldier database. The Soldier must also include the family member on his or her sponsor list. The vFRG site administrator ensures that unit members are input into the database.

Information entered into the database must be the same as the information that is used to access the vFRG. It is important Soldiers and family members provide a valid e-mail address. It does not need to be an Army Knowledge Online address. Some spouses and family members may not have an AKO account but still would like to use the secure features of the vFRG to stay in touch and access information.



vFRG allows spouses to dictate how involved they want to be in the FRG and to access resources ranging from unit information to financial information. You can also e-mail anyone in the FRG through the Web site.

Upon entry to the vFRG, which is available at [www.armyfrg.org](http://www.armyfrg.org), Soldiers and families can browse to their unit site by clicking on "Find an FRG" link on the left navigation bar. When registering family members enter their names, the sponsoring Soldier's name and the last four digits of the Soldier's Social Security number. The names of the Soldier and family members must appear exactly as entered into the database. The administrator then receives an e-mail to approve or disapprove the family member or friend access to the site.

Once registered, family members can log onto the vFRG Web site and proceed to their individual FRG page.

## vFRG Administrators

FRG leaders are the backbone of the vFRG. By using the administration tools on the site, they can disperse information and reach out to site subscribers, creating an online FRG community.

FRG Leader Tools include an Online Telephone Tree, Discussion Forums, Announcements, FAQs, Download Center, Links, Online Store, and Site Feedback.

Weekly System Administrator Webinars are held on Wednesdays, alternating between a.m. and p.m. hours (see calendar for specifics). Requests for alternate training Monday through Friday during regular business hours will be considered on a case-by-case basis.

The Family Readiness Group Site Administrator's User Guide provides FRG site administrators a resource for managing the FRG Web system.



# Fireworks Risks

## USAREC Safety Office

According to Prevent Blindness America, nearly 13,000 fireworks victims keep hospitals busy every year. More than half of those injured are children. Fireworks not only injure users, but also 40 percent of fireworks mishaps injure bystanders.

The three types of fireworks that keep hospital emergency rooms busy during this holiday period are bottle rockets, firecrackers, and sparklers. Bottle rockets and firecrackers can fly in any direction prior to exploding and sparklers burn at temperatures hot enough to melt gold.

One of the reasons fireworks injuries continue to occur is because people just don't consider how dangerous these devices can be. People often don't realize — until they are injured — that the risk of blindness or injury outweighs the excitement of taking risks with fireworks. And giving fireworks to young children can mean a trip to the hospital emergency room.

### Safety Tips

- Always read and follow label directions
- Have an adult present
- Buy from reliable fireworks sellers
- Ignite outdoors
- Have water handy
- Never experiment or attempt to make your own fireworks
- Light one at a time
- Never re-ignite malfunctioning fireworks
- Never give fireworks to small children
- Store in a cool, dry place
- Dispose of properly
- Never throw fireworks at another person
- Never carry fireworks in your pocket
- Never shoot fireworks in metal or glass containers

It is extremely important to know the difference between a legal consumer firework and a dangerous explosive device. Items such as M-80s, M-100s and blockbusters are not fireworks, they are federally banned explosives. They can cause serious injury or even death. Stay away from anything that isn't clearly labeled with the name of the item, the manufacturer's name and instructions for proper use.

Consumer fireworks include cone fountains, cylindrical fountains, Roman candles, sky rockets, firecrackers, mines and shells, helicopter-type rockets, certain sparklers and revolving wheels. Currently, 40 states plus the District of Columbia allow the use of some type of consumer firework. The following states ban all "consumer" fireworks: Arizona, Connecticut, Delaware, Georgia, Massachusetts, Minnesota, New Jersey, New York, Rhode Island and Vermont.

**Fireworks are not toys.** Fireworks complying with strict regulations enacted by the U.S. Consumer Product Safety Commission in 1976 function primarily by burning to produce motion and visible or audible effects. They are burning at approximately the same temperature as a household match and can cause burn injuries and ignite clothing if used improperly.

**Never give fireworks to young children.** Close, adult supervision of all fireworks activities is mandatory. Even sparklers can be unsafe if used improperly.

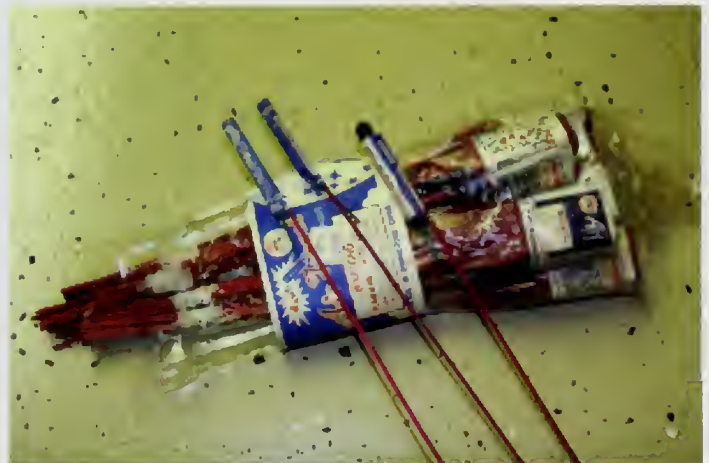
**Select and use only legal devices.** If you choose to celebrate the Fourth of July with fireworks, check with your local police department to determine what fireworks can be legally discharged in your area.

**Stay away from illegal explosives.** Illegal explosive devices continue to cause serious injuries. These devices are commonly known as M-80s, M-100s, blockbusters or quarterpounders. Federally banned since 1966, these items will not contain the manufacturer's name and are usually totally unlabeled. Don't purchase or use unlabeled fireworks. If you are aware of anyone selling such devices, contact your local police department.

**Homemade fireworks are deadly.** Never attempt to make your own devices and do not purchase or use any kits that are advertised for making fireworks. Mixing and loading chemical powders is very dangerous and can kill or seriously injure you. Leave the making of fireworks to the experts.

Illegal fireworks continue to be a serious problem. Over the past 10 years, 25-30 percent of the injuries associated with fireworks have typically been caused by illegal explosives or homemade fireworks.

Today's consumer fireworks are primarily noted for their beautiful visual effects rather than explosive noise. With the enactment of rigid safety standards for consumer fireworks, a safe, enjoyable backyard fireworks display is now possible.



The three types of fireworks that keep hospital emergency rooms busy during this holiday period are bottle rockets, firecrackers, and sparklers. Bottle rockets and firecrackers can fly in any direction prior to exploding.

## NHRA Show Car Big Hit with Educators

*Story and photo by Ted Jones, Jacksonville Battalion*

Gainesville company recruiters took advantage of the Sarge top fuel show car appearances preceding the NHRA Gator Nationals drag races recently in Gainesville, Fla. They used the car to gain access to must-win, must-keep high schools and show the parallel between the teamwork and technology required to build a successful racing operation to the teamwork required to be successful in the Army.

Keith Stein, Army dragster show car exhibitor, Don Schumacher Racing, explained the overall program and how he got students involved.

“The show car is an attention-getting tool for recruiting purposes in local schools. We talk to the students about the race car and how it operates, and we talk to them about career opportunities in the Army. Then we let them sit in the car and take their picture. I upload their photo to an Internet site then with the photo identification card I give them, they can download that photograph of them sitting in the race car,” said Stein.

Sgt. Sian Hendrickson is a recruiter at the Gainesville station and the recruiter for Buchholz High School, where the show car was on display.

“It allows the faculty and the students to see that there is more to the Army and what we do. It lets them see a side of the Army that they probably don’t know much about. I have seen that I am getting more support from the teachers and principals now that I’m doing more events like this. It is definitely a plus for me. I have been recruiting at Buchholz for about a year now and this is the most participation I’ve got from the school. This helps them to see that we can help open up a lot of different venues for the students.”

The next day the Sarge was at the Youth Challenge Academy at nearby Camp Blanding National Guard base near Starke, Fla.

John Bruchak, vocational instructor, Florida Youth Challenge Academy, was impressed.

“The Army coming out and doing recruiting here with the NHRA show car is just invaluable in letting our cadets know about teamwork, commitment, dedication and leadership — all the things we’re trying to teach here. As a vocational teacher, we teach about vinyl graphics so when they see the Sarge it is very helpful because it shows them how graphics are actually applied and used in the real world. We also have a small engine class. We use a one-cylinder, 3 ½ horse engine in our class and for them to see the other end of the spectrum with the size of the motor in a top fuel dragster is really nice. This helps them to see the big picture of where they can go. We feel very fortunate and happy that the Army recruiters can spend time with us today.”

“This helps me really well in my recruiting here,” said Staff Sgt. Timothy Tees, Starke station and the recruiter for Florida Youth Challenge Academy. “It shows that the Army can be fun by our support of things like NHRA and Sarge, our top fuel dragster. It has positive influence on the students. It shows a different perspective on the Army.”

The highlight of the show car’s appearance was on Thursday when driver Tony Schumacher accompanied the car to West Port High School near Ocala, Fla.

“I think the reason the Army dragster has been so successful is because the parallels are really endless,” said Schumacher. “When the recruiters come out here they talk about their job and what they do. But what they really talk about is their place on the team. I explain to the students in very simple terms that I do the last job on this car. Or the first job, depending on how you look at it because when I bring the car back after a run it has to be rebuilt with all the guys working to make it work to win. What I try to impress on the students is that right now they can choose their job. In a few years that will not be a possibility. In a few years, they are going to have a mortgage or bills or other responsibilities that limit them. Then the recruiter can get up and talk about all the jobs and opportunities the Army offers.”

**NHRA top fuel driver Tony Schumacher speaks with students of West Port High School near Ocala, Fla.**





## Recruiter Presented Army Commendation Medal

By Emily Tower, *Special to Albany Battalion*

Sgt. Daniel Anderson wondered what the driver was thinking when he saw a Jeep speeding on icy streets of Middletown, N.Y., on Feb. 1.

Then the Jeep struck another car head-on and flipped several times before coming to a rest on the guardrail and the Bear Mountain Company Soldier knew he didn't have time for wondering. People surely were hurt.

Anderson, on his way to work, hopped out into the freezing rain and went to the aid of the Gladys Maina trapped in the second car — actions that earned him the Army Commendation

Medal, which she helped present to him May 16 in front of the recruiting company.

"I am so grateful to him," Maina said of Anderson. "I was very excited when I got the call (to present the award) because I didn't know how to find him and thank him."

Maina greeted Anderson with a hug and thankful members of her family gave Anderson handwritten cards of appreciation.

Maina recalled that as her car filled with smoke she feared suffocation. Anderson was unable to open the damaged door, so he broke the driver's side window with his elbow.

"I'd want someone to do it for me," he said. "I'm not the hero type. You can't just let them sit there. I wouldn't want someone to just stop and stare if it was me."

Many motorists did just stop and stare, but Anderson — a veteran of two tours in Iraq and one in Afghanistan — knew the importance of quick reactions. He yelled for others to call 911, and immediately went to Maina's aid.

Bleeding and struggling to breathe, Maina also had back and neck pain. Anderson stabilized her head until paramedics arrived and firefighters used the Jaws of Life to get her out of the car.

Anderson was worried he might be in trouble for being an hour late, but his leaders praised him as an example of what good Soldiers and noncommissioned officers should be.

"I'm proud of him," said Capt. Daniel Tower, Anderson's company commander. "It shows the quality that makes up our Army." Tower said he was not surprised when he heard what Anderson had done. "He's been on the job since October, and already he's one of my top recruiters," Tower said.

In fact, a month before the accident, Anderson helped to enlist the son of one of the firefighters who responded to the accident.



Gladys Maina prepares to pin the Army Commendation Award on Sgt. Daniel Anderson while Albany Company Commander, Capt. Daniel Tower, presents the citation. Anderson came to Maina's aid after she was involved in a head-on collision. *Photo courtesy of Times Herald-Record*

## The Miami Heat and a Recruiter's Proposal to Make a Home Strong

By Angelique Clark and Linda Hutchison, *Miami Battalion*

The lights were dimmed, the spotlight was out, and the crowd was brought to a hush as two of Miami Battalion's Soldiers, Staff Sgt. Cuevas and Staff Sgt. Alvarado, were honored at the American Airlines Arena. The honorees participated in a pre-game on court ceremony with the Miami Heat players, where Cuevas took the opportunity to propose to girlfriend Cindy Diaz.

The event is part of the Miami Heat's "Home Strong" initiative which welcomes home Soldiers who were deployed to Afghanistan and Iraq. Soldiers are invited to dinner and a meeting with President and Head Coach, Pat Riley. Cuevas and Alvarado, both of South Dade Company, were delighted to be treated as royalty and Pat Riley was interested in their work with Miami Battalion. The dinner conversation revolved around Army recruiting, their mission and deployment banter as the

honorees and staff learned about each other and their careers.

After dinner, the two Soldiers were escorted onto the court where they were presented with a gift and an award. As the announcements were blaring over the loud speaker, Cuevas leaned over to his girlfriend's ear and said, "I don't want to go through this with anyone else." He then got down on one knee and presented her with an engagement ring. In sheer surprise, Diaz covered her mouth, began to cry and told Cuevas, "Yes!" The two embraced on center court while the crowd and players gave them a standing ovation as they left the floor.

Following the game, Cuevas was interviewed on FSN Sports game broadcast and the story was picked up by AP Newswire, appearing in hundreds of newspapers and Web sites. "I wanted to give her something that was not only memorable but that she will never forget," said Cuevas.

The Miami Heat's "Home Strong" program has been recognizing Soldiers at each home game since its implementation during the 06-07 season. All costs are paid for by Coach Riley.



**At the close of the event, Columbus battalion recruiter Staff Sgt. Michael Merles drops to one knee to propose to recruiter Staff Sgt. Soraya Bacchus. She said yes. Photo by Mindy Legg**

## Future Soldier Mega Event a Huge Success for Columbus Battalion

*Story by D. Charone Monday, Columbus Battalion*

It was early Saturday morning when the tour buses started to pull up at Camp Lazarus just outside Delaware, Ohio. Generally used as a Boy Scout camp, this day it would host more than 450 youths and their parents who came to get a taste of what Army basic training is really like.

The event was designed to motivate the battalion's Future Soldiers and prevent the normally higher number of summertime losses, to create an influx of referral contracts by Future Soldiers bringing their friends to the event, and to provide valuable information to the parents and other influencers.

The day began early with some students coming from as far away as Kentucky and West Virginia. With "sleep" still in their eyes and not exactly sure of what to expect, they departed the buses and headed for in-processing. It was clear that the first thing they would learn is that being in the military can sometimes mean "hurry up and wait."

After in-processing, they were divided into five companies and marched to the amphitheater for the opening ceremonies. The day was based on a rotation-training system and included a land navigation course, a physical challenge course, weapons familiarization, laser shot station and team building.

The land navigation course let them experience finding their way through the woods by using a fixed point and compass. Weapons familiarization included the opportunity for the students to get "up close and personal" with some of the Army's basic weapons. A Special Forces unit was also on hand to show them some of the Army's more specialized weapons and to answer any questions they had.

While the students were getting a good dose of "basic," the parents participated in an open discussion about basic training, Army family services, military benefits and other areas of interest. The parents were allowed to watch or participate in any

of the day's events. And participate they did!

The Laser Shot station, which seemed popular with the students and their parents, allowed them to try their hand at shooting a moving target. The station used a video-gaming system that kept score for the shooter while giving them several different scenarios. Though the team building exercises showed them that trusting and relying on others is all part of the Army way, it was perhaps the physical challenge course that made them realize their inner potential.

This event provided a robust team competition as the students made their way through a variety of challenges that culminated in a low crawl. As the day went on, and with the previous day's rain, the low crawl quickly became a mud slide. Though muddled and tired, the students realized that they could push their limits and be successful no matter what the challenge.

According to the students and their parents, the day was a lot of fun though sometimes challenging. It helped many of the students to get over any apprehension they had about going to basic and it helped the parents to learn how important their support is to their children when adapting to military life.

A surprise ending was in store this day when Battalion Commander, Lt. Col. Edward Gallowitz, called two of the recruiters, Staff Sgt. Michael Merles and Staff Sgt. Soraya Bacchus, to post "front and center" of the horse-shoe shaped formation.

Merles stood there looking a little "guilty" while Bacchus seemed nervous, almost wondering if she had done something wrong. Then, after they were told to make an after action report, Merles reached in his pocket, pulled out a ring, got down on one knee and proposed marriage to Bacchus.

Bacchus, so surprised, stood there ... shocked ... speechless ... until finally someone yelled out, "Are you going to say yes or not?" The almost teary-eyed Bacchus answered yes and the applause began.

What a successful day it was for the battalion, and what a wonderful moment for Bacchus and Merles to remember for the rest of their lives.





## Army Family Covenant

Lt. Col Terrence Murrill and Command Sgt. Maj. Edward Lewis welcomed representatives of all three Army components to participate in and pledge their support for Indiana and Illinois military families during an April 17 Army Family Covenant signing ceremony in Indianapolis.

Lt. Gen. Robert Wilson, a Bloomington, Ind., native and 1972 Indiana University graduate, returned to his home state to serve as guest speaker and chief signatory for this event. In his remarks, Lt. Gen. Wilson noted that the Army Family Covenant is a tribute to our Soldiers' families "and a compact that says, 'We are going to look after you through properly funding the family programs and services that support you and relieve some of the stresses'" that family members face, particularly during wartime deployments.

## Cougar Fest Draws Athletes and Future Soldiers

*By John Thompson III, Houston Battalion*

Nearly 150 Future Soldiers pledged an oath of enlistment during a special scrimmage football game at the Roberson Football Stadium on the University of Houston campus April 12, where former Olympic athletes and former university football players were honored. Those attending were given a chance to talk with Soldiers and see Army exhibits.

Cougar Fest was the first of its kind event at the university and was supported by the University of Houston athletic programs, the Houston battalion, the Texas Army National Guard, the Texas State Department of Public Safety and the Houston Police and Fire Departments.

In addition to U of H students, students from Texas A&M University Prairie View and other universities and U of H alumni listened to sports legends who most of us have only seen on television or read about.

In the 1988 Olympics, Joseph "Joe" DeLoach became the fastest man in the world to run the 200 meter sprint. He said having his gold medal on his resume is great, but you need something more than a medal to be successful. As a man who grew up with 11 sisters and one brother, he laughed when he said being in a large family he learned to run fast. He pointed

out that athletic training laid the groundwork for his future success.

"What I learned most about my athletic experience is that I had to work really, really hard," DeLoach said. "I like to tell young people all the time that nothing in life happens by accident. If you want to be great and accomplish great things you need to be dedicated to working hard."

DeLoach talked about maintaining a positive work ethic and developing and maintaining self-discipline and self-control.

World Class Athletes 1st Lt. Nathaniel Garcia and 2nd Lt. Gregory Roberts took time to talk about their aspirations to compete in the Olympics and while they train as athletes they also pursue a professional military career. The World Class Athlete Program provides Soldier-athletes support and training to compete and succeed in national and international competitions including the Olympic Games.

With inspiring words from former Olympians, and challenges from a rock climbing wall and pull-up bar, Future Soldiers and their recruiter mentor trainers acknowledged that Cougar Fest 2008 tested the tenets of teamwork and exemplified how teamwork can lead to success while being "Army Strong."

## The Army is Going to the Olympics

By Paula Randall, U.S. Army Marksmanship Unit

After spring trials in Colorado, Texas and Fort Benning, Ga., six Soldiers in the U.S. Army Marksmanship Unit won seven slots on the 2008 U.S. Olympic shooting team that will compete at the Olympic games this summer.

Maj. Michael E. Anti, Sgt. 1st Class Daryl L. Szarenski, Spc. Walton Glenn Eller III, Spc. Jeffrey G. Holguin, Pfc. Vincent C. Hancock and Sgt. 1st Class Jason A. Parker will compete in Rifle, Pistol and Shotgun events.

Eller and Holguin each have a slot in double trap and Hancock got a slot in skeet, both in the shotgun division.

In double trap, competitors fire their shotguns at two clay targets thrown simultaneously from an underground bunker at speeds up to 50 mph; competitors get one shot per target.

Eller competed in the 2000 and 2004 Olympics before he was a Soldier. Both he and Holguin joined the Army in September of 2006. Holguin beat 12 competitors to make the double trap team and Eller defeated 13 competitors.

"I had the advantage of having already been a member of two Olympic teams," said Eller. "I also had been training with the three best double trap shooters in the country. I was very confident, but I was completely nervous the entire time. No matter how much you prepare, it is still nerve wracking while trying out for the Olympic team," he said.

Hancock joined the Army Reserve in June 2006.

The 19-year-old triumphed over 65 competitors to make the skeet team. In skeet, competitors fire their shotguns at clay targets thrown from high and low houses at speeds of 55 mph.

Hancock had been preparing for the trials for months ahead of time.

"I was determined to do the best I could and come out on top. I felt both confident and anxious as I was competing, because it was for what I had been dreaming of since I was 12 years old," said Hancock.

In the international rifle and pistol trials, Anti was selected for prone rifle and Parker won slots in both air rifle and three position rifle. Szarenski took a slot in free pistol.

Anti, a 2004 Olympic silver medalist and a 2000 and 1992 Olympian, joined the Army in January 1988. He is attached to

USAMU through the World Class Athlete Program. The infantry officer outshot 48 competitors to make the team in prone rifle. Competitors in this division lie on their stomachs and shoot .22-caliber rifles at targets 50 meters away. The bull's eye is 10.4 millimeters wide, much smaller than a dime.

Parker is a 2008, 2004 and 2000 Olympian. He joined the Army in January 1997. Parker defeated 34 competitors to make the team in men's air rifle, in which competitors shoot lead pellets from .177 caliber guns at targets 10 meters away. The bull's eye is 1/2 millimeter wide, the size of a period.

Parker also secured a slot in men's three-position rifle, in which competitors shoot the same rifles at the same targets as in prone rifle, except they shoot in three positions – standing, kneeling and prone.

Szarenski also competed in the 2004 and 2000 Olympics in free pistol where competitors shoot .22-caliber pistols from 50 meters away at bull's eye targets with an approximate 50-mm center.

Szarenski joined the Army in October 1991. After three days of trials and 200 shots of grueling competition, it came down to the last shot, but he prevailed to beat 25 competitors.

The Soldier athletes are now preparing for their competitions at the Olympic games in Beijing, China, Aug. 8 to 17.

## Making the Switch to a New Government Credit Card

By Lori Thomas, USAREC G4/8

The federal government will transition its credit card contract from Bank of America to Citibank beginning Nov. 30. In order to accomplish a successful transition, it is imperative that cardholders make sure their addresses are correct with Bank of America. Citibank will be sending new cards to cardholders using the addresses that are with Bank of America. Following are frequently asked questions from cardholders, and the answers to help prepare for the transition.



U.S. Army Marksmanship Unit 2008 Olympians, front row, left to right: Spc. Jeffrey G. Holguin, Sgt. 1st Class Daryl L. Szarenski, Spc. Walton Glenn Eller III. Back row, left to right: Sgt. 1st Class Jason A. Parker, Maj. Michael E. Anti, Pfc. Vincent C. Hancock. Photo by Paula J. Randall



How will the government travel charge card (GTCC) transition affect me?

All GTCCs issued by Bank of America will expire on Nov. 29, 2008, at 11:59 p.m. Eastern Standard Time.

Cardholders will receive a new GTCC from Citibank during summer 2008. Cards will be shipped in a deactivated state, which means they are not available for immediate use.

Cardholders will need to verify receipt of the new travel card by following the instructions on the sticker affixed to the front of the card. The card will be activated and ready for use on Nov. 30, 2008, 12:00 a.m. EST.

Who will provide my new Department of Defense GTCC?

Citibank will provide new GTCCs to DoD under the new SmartPay® 2 contract. Citibank will work with VISA on the transaction side.

My travel card's expiration date shows that the card is still valid after Nov. 29, 2008. Why do I need a new GTCC?

DoD's contract with Bank of America is expiring on Nov. 29, 2008, at 11:59 p.m. GTCCs provided by Bank of America will become inactive at that point. All government travel charge cardholders will need new GTCCs due to the change in GTCC vendors.

How should I dispose of my current GTCC?

Your agency program coordinator (APC) will provide specific instructions on disposal procedures. Card disposal should only occur after Nov. 29, 2008.

What is an agency program coordinator and how do I locate the one assigned to me?

An APC is an individual who assists in the management of the travel card program at your local base/installation. This person is responsible for proper program management at their level and reports up the chain of command as needed.

Your APC will be located in your command. When you check-in or out of your command, one of the checkpoints should be your GTCC APC.

Will I have to apply for a new card? If so, where are the forms for the new bank?

If your current GTCC issued by Bank of America is in good standing, you will automatically receive a new card. Keeping your account information up-to-date will ensure that you receive your card this summer. Only new applicants applying after Nov. 29, 2008 will need to apply for a card. Individuals whose accounts were deemed ineligible for a GTCC under Bank of America will need to reapply for eligibility under the Citibank contract.

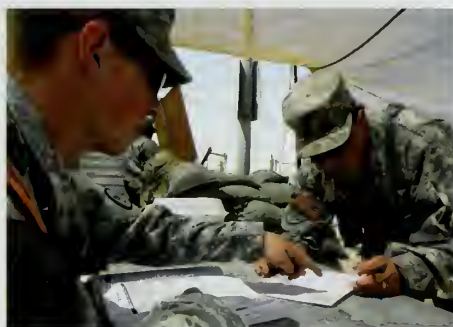
Do cardholders have to do anything to get ready for the transition?

Yes, cardholders need to pay all outstanding undisputed charges prior to Nov. 29, 2008. Your new card will be mailed to your mailing address on file with Bank of America, so ensure that this address is current.

What happens if I have a credit balance on my card? How do I get it back?

If your current GTCC with Bank of America has a credit balance, call the phone number on the back of the card and request that the credit balance be sent to you. It is important that no credit balance remain on the current Bank of America GTCC after Nov. 29, 2008.

For more information, visit [www.defensetravel.dod.mil](http://www.defensetravel.dod.mil) or e-mail [dtmotc@dtmo.pentagon.mil](mailto:dtmotc@dtmo.pentagon.mil)



**Soldiers overseas register to vote during a unit voting assistance drive.**  
*Photo by U.S. Army*

## Voting Absentee!

*By Carrie McLeroy, Army News Service*

The nation will not only select a president in the 2008 elections, but also 34 senators, 435 congressmen, 13 state governors and thousands of local

officials. As in the past, the military vote is expected to play an integral role in the democratic process.

In the 2004 general election, 79 percent of servicemembers voted, compared to 64 percent of the general public, according to the Department of Defense's 2005 Federal Voting Assistance Program (FVAP) report. Those numbers were up 15 percent from 2000.

Fifty-three percent of the military vote was as a result of absentee ballots, and 20 percent of uniformed men and women voted in person. The same report showed that 6 percent of military voters attempted to vote but failed to for various reasons, down 6 percent from the previous general election.

"The Army hopes that by making information more accessible, and the way it is disseminated timelier and more efficient, the voting process will be even more successful this time around," said Alton Perry, the Army voting action officer.

"Voting assistance officers are working hard to ensure absentee ballots get into the hands of our Soldiers, DA civilians, and their family members who need them, in a timely manner," said Brig. Gen. Reuben Jones, the adjutant general of the Army and senior service voting representative.

Voting rights of servicemembers, Merchant Marines, eligible family members and other citizens residing outside the U.S. are covered by the Uniformed and Overseas Citizens Absentee Voting Act. The FVAP carries out the responsibilities of the Act, and each service must ensure those responsibilities are met.

The 2008-2009 implementing instructions for the conduct of the Army Voting Assistance Program focus on two basic missions, with the primary focuses being "the traditional voting assistance provided to Soldiers, their family members and overseas Department of Army civilian employees and their family members."

The second mission involves educating every Soldier about the significance of voting and the voting opportunities available to them.

In an effort to raise voting awareness throughout the services, several absentee voting events have been designated throughout the year: Overseas Citizens Voters Week, June 28 to July 7; Armed Forces Voters Week, Aug. 31 to Sept. 7; and Absentee Voting Week, Oct. 12 to 18.

During these weeks, voting assistance officers will facilitate voter registration drives, distribute forms and provide servicemembers and their families with important absentee voting information.

During Army Voter Registration Month in August, commanders and voting assistance officers will work with Soldiers, civilians and family members to acquire absentee ballots.

"One of the freedoms we defend as Soldiers in the Army is the right to vote. It amazes me how many people take for granted the freedom to vote," said Jones. "Don't be one of those who gives up the rights you have sworn to uphold and defend for the nation. Exercising your right to vote is extremely important. Every vote counts, and yours should be one of them."

Voting assistance officers (VAO) will use the Voting Assistance Guide for 2008-2009 and the FVAP Web site to assist them. They will also have the necessary forms including the Federal Post Card Application (FPCA) for registration and the absentee ballot request, and the back-up federal write-in absentee ballots (FWAB) available for all potential voters.

All states and territories accept the federal post card application for voter registration and absentee ballot. Voters can request the application from their VAO, or download it from the FVAP Web site, [www.fvap.gov](http://www.fvap.gov).

Once received, the card must be completed, signed, dated and mailed to the local election official. All states and territories, except Guam, accept the online version of the card.

The FWAB serves as a back-up ballot for citizens who have requested an absentee ballot from their state, but have not yet received it. During Absentee Voting Week, the VAOs will distribute

these back-up ballots to citizens. The FWAB is also available on the Web at [www.fvap.gov](http://www.fvap.gov).

The FVAP stressed that voters should work with their VAOs or research their resident state's guidelines for state-specific guidelines, as they can differ.

Although the Help America Vote Act of October 2002 extended the FPCA's valid period to two regularly scheduled general elections for federal office, officials recommend that all citizens submit a completed FPCA to their state of legal residence annually, and each time there is a change of address. A voter's legal voting residence is generally the state or territory where he or she resided before entering the military, or the state or territory he or she has since claimed as his or her legal residence.

According to Perry, local election officials should receive the FPCA at least 45 days prior to Election Day, which is Nov. 4 this year, to ensure ample time for processing and mailing. If a voter has not received his or her ballot within two weeks of the election, he or she should request a FWAB from his or her unit voting assistance officer (UVAO) or senior voting assistance officer.

Local election officials have cited incorrect legal voting residence addresses, inadequate mailing addresses and illegible handwriting as the top disqualifiers of ballots.

"When completing voter registration forms and absentee ballots, it is highly recommended that voters consult their UVAO. This is an attempt to eliminate the problem of state election officials returning forms for inaccuracy during the 2008 general election," said Jones.

"While the military can't tell you to vote, we can supply you with the resources to vote," said Jones.

Voters can find more information regarding voting at [www.fvap.gov](http://www.fvap.gov), and at the Army Voting Assistance Program site, [www.vote.army.mil](http://www.vote.army.mil). Voters can receive additional assistance by calling 1-800-438-VOTE (8683), DSN 425-1584, commercial (703) 325-4530, or DSN 221-4530.

## Delta Force is Hiring

Delta Force Recruiting, 1st Special Forces Operational Detachment-Delta, is looking for highly qualified station commanders interested in recruiting for the most prestigious unit that leads the nation's fight in the global war on terrorism.

Delta Force recruiters must be motivated, able to work on their own, and, above all else, be flexible to deal with the challenges that they will face. Applicants must meet the following prerequisites: GT score of 110 or above, two years time as a successful station commander, be airborne qualified or be willing to become airborne qualified, must be able to obtain a TS clearance, must be able to pass the APFT and have no physical profiles.

Once hired, recruiters could be deployed in a TDY status for up to 120 days spread throughout a 12 month period. Attendance to Airborne and SERE schools is mandatory. Interested applicants should contact 1st Sgt. Pat McGovern at 910-643-0689, or e-mail at [sofsupport.recruiter@us.army.mil](mailto:sofsupport.recruiter@us.army.mil).

## New Video Encourages Help for Psychological Health

*Department of Defense News Release*

"A Different Kind of Courage: Safeguarding and Enhancing Your Psychological Health," is a new educational video depicting how service members and their families may be affected by combat and deployment stress.

Featuring interviews with military mental health experts and chaplains, as well as personal stories by service and family members, the video explores issues of concern such as Post Traumatic Stress



Disorder (PTSD), alcohol abuse, nightmares, hypervigilance, exposure to violence, emotional numbness, and difficulties faced when a loved one is deployed.

The video is a new component of the Mental Health Self-Assessment Program (MHSAP), a DoD funded initiative that offers service personnel and their family members the opportunity to take anonymous mental health and alcohol self-assessments online, via telephone, and at special events held at installations worldwide.

The program is designed to help individuals identify their own symptoms and access assistance before a problem becomes serious.

The self-assessments are available 24/7 online or via the telephone at [www.MilitaryMentalHealth.org](http://www.MilitaryMentalHealth.org) and 1-877-877-3647.

Through the use of real stories and dramatized vignettes, "A Different Kind of Courage" addresses the symptoms of mental health and alcohol disorders among military service members and families, and the importance of early help-seeking to protect one's career, family and health. It also provides useful information on how to convince a family member or friend to seek professional help.

In a segment of the video, Air Force Chief Master Sgt. Manny Sarmina, senior enlisted advisor in the Office of the Assistant Secretary of Defense (Health Affairs), emphasizes the importance of having leaders discuss their own struggles in order to encourage others to seek help.

"I don't walk up to somebody and say, 'Hey, my name's Chief, I sought help in the mental health system.' It's not natural to do that. But when you see somebody struggling, and they give you this, 'Oh, you don't know what I'm going through.' Then that's when you pull out that ace, and you say, 'Yes, I do know what you're going through,'" said Sarmina.



**Brig. Gen. Joseph Anderson speaks at a farewell and welcome ceremony June 16 at Fort Knox, Ky. Anderson comes to USAREC as the deputy commanding general following his assignment as the Multinational Corps-Iraq Chief of Staff. Brig. Gen. David Mann departs USAREC for an assignment as the Commanding General, White Sands Missile Range, N.M. Photo by Walt Kloeppel**

The video will be distributed to military behavioral health clinicians, unit commanders, Reserve unit leaders, chaplains, Family Readiness Group leaders, as well as other military groups who want to raise awareness and encourage help-seeking as an act of strength.

"The video is a vehicle to promote discussion about mental health and alcohol disorders. By hearing service members and their families speak honestly about their struggles and how awareness and treatment helped, we hope it will encourage others to get help," said Cpt. Mark Paris, Ph.D., deputy director for Psychological Health Operations in the Office of the Deputy Assistant Secretary of Defense (Force Health Protection Readiness).

"A Different Kind of Courage" runs approximately 25 minutes. To view the video, visit [www.MentalHealthScreening.org/Military/](http://www.MentalHealthScreening.org/Military/). To order a free DVD, e-mail [Military@MentalHealthScreening.org](mailto:Military@MentalHealthScreening.org).

## Leased Government Housing Available

To qualify, the Soldier must have a minimum of one year remaining in his/her organization when the lease begins, and the duty station must be more than a one-hour commute from any military installation that provides housing support.

There are standard bedroom and housing type requirements depending upon grade/rank and dependent status. The Soldier can obtain the specific requirements and restrictions from the battalion S-4 support services specialist. The support services specialist will also be the point of contact to assist any Soldier who wishes to apply for the program.

# Gold Badges

MAY 2008

## 2ND MRB

CPT Wade Jackson  
CPT Felisia Hibbler  
CPT Tanya Perez  
SFC Jesus Rios  
SSG Joseph Samuel  
SSG Joshua Waller

## ATLANTA

SFC Christopher Baetz  
SSG Daniel Arrowood  
SGT John Brickler

## BATON ROUGE

SSG Bryan Dunnaway  
SSG Melvin Herbin  
SSG Jason Lindsay  
SSG Victor Williams  
CPL John Thrasher

## BECKLEY

SFC Sammy Davidson  
SFC Eric Killion  
SSG Anthony Carlie  
SSG Charles Holloway  
SSG Melissa Wilson  
SGT Robert Melvin

## CHICAGO

SSG Johnny Jones  
SSG Charles Risch  
SGT Ronell Anthony

## CLEVELAND

SFC Robert Craig  
SGT Jonathan Phares  
SGT James Ritterbeck  
SGT Jordan Totten  
CPL John C Linton

## COLUMBIA

SSG Desmond Crayton  
SSG Augustin Robinson  
SGT Joshua Ring

## DALLAS

SSG Michael Madrid  
SGT Cody Porter  
SGT Maximillian Wannelius

## DENVER

SFC Kelly Lamug  
SSG Matthew Glover  
SGT Frederick Kilpatrick  
SGT Robert Robledo

SGT John Seymour  
SGT John Webster  
CPL Jeremy Yeary

## HOUSTON

SFC James West  
SSG Cory Mayle  
SSG Wesley Ramon  
SSG William Velez-Fernandez  
SGT Joseph Aviles-Perez

## INDIANAPOLIS

SFC Robert Groff  
SFC Cedric White  
SSG Mark White  
SGT Joshua Jacobs  
SGT Christopher Stabe  
SGT Steven White  
CPL Brent Knox

## LOS ANGELES

SSG Daniel Bowen  
SSG Zackary Howerton  
SSG Dong Jung  
SSG Manuel Nava

## MID-ATLANTIC

SFC Ivan Cruza-Martinez  
SFC Bernard Slider II  
SGT Morris Debose  
SGT Harry Harper  
SGT Charles Kouri  
SGT Layota Saulsberry  
SGT David Vastag

## MONTGOMERY

SSG Bobby Ewing  
SSG Matthew Odell

## NEW YORK CITY

SFC Frederick Bumby  
SFC Jewal Knight

## OKLAHOMA CITY

SSG Tony Brown  
SSG Myrthil Bruno  
SSG Kyle Jackson  
SSG Jason Rhodes  
SSG Latisha Wilson

## PHOENIX

SFC Levar Butler  
SSG Lucas Conner  
SSG Thomas Dunn

SSG Erick Martinez  
SSG Jeremy Ross  
SSG Michael Thammavong  
SSG Andrew Vasquez  
SSG Edgar Zavala  
SGT Jacob Kendall  
SGT Jerome Kessler  
SGT Ian Lake  
SGT Jaime Medrano  
SGT Ronathan Mumphy  
CPL Charles Leighton

## RALEIGH

SFC Michael Ament  
SFC Frank Langford  
SFC Rory Springs  
SSG Antonio Williams  
SGT Kenneth Jackson  
SGT Joe Smith  
SGT Scotty Hammonds

## SACRAMENTO

SFC Albert Harris  
SFC Christopher Murphy  
SFC John Robles  
SFC Darren Smith  
SSG Denise Alloway  
SSG Craig Barringer  
SSG Steven Cheng  
SSG Thomas Christesen  
SSG Brian Curtis  
SSG James Daniels  
SSG Christopher Demoss  
SSG Jason Eck  
SSG Edwin Esmenda  
SSG Shawn Hughes  
SSG Joseph Lynch  
SSG Raul Martinez  
SSG Hermogenes Myers  
SSG Robert Rodriguez  
SSG Antonio Vasquez  
SSG Aaron White  
SSG Brian Worth  
SGT Robert Caivano  
SGT Joey Curry  
SGT Brian Filipowski  
SGT Matthew Fraser  
SGT Christopher Herndon



SGT Ryan Labar  
SGT Jesse Lenard  
SGT Matthew Nash  
SGT Michael Osier  
SGT James Reese  
SGT Jerry Simmons  
SGT Michael Walker  
SGT Peter Yanez  
CPL Nathlee Lyncook  
CPL Ma Viet  
CPL Sophan That  
**SAN ANTONIO**  
SSG Marlene Cantarero  
SSG Roberto Cates  
SSG Oscar Martinez  
SSG David Mendoza  
SSG LaPonda Pandasala  
SSG Maria Zambrano  
SGT Jordan Gallimore  
SGT Charles Johns Jr.  
SGT Daniel Rosenthal  
**SEATTLE**  
SSG Waverly Burnley  
SSG Luke Dill  
SSG Gregory Masse  
**SOUTHERN CALIFORNIA**  
SFC Robert Byrd  
SFC George Hall  
SSG Edward White  
**SPECIAL MISSIONS BRIGADE**  
MAJ Dallas Walker



# Rings



**MAY 2008**

## 2ND MRB

SFC Flavio Lago

## BALTIMORE

SFC Malik Carlos

## BATON ROUGE

SFC Bradley Stanley

SSG Robert Rinks

## COLUMBIA

SSG David Strickler

SSG Antonio Crawley

SSG Jerome Matthews

## DALLAS

SFC Adam Pierce

SSG Earl Bundy

SSG Tommy Watson

SSG Donald Williams

SGT Eric Leuschner

SGT Brian Stephens

## DENVER

SFC Gavino Barron

SFC Chris Hubbard

SFC Brett Scarcelli

SSG James Parham

SGT Anthony Bingham

## FRESNO

SFC Eric Jackson

## GREAT LAKES

SSG David Shamblin

SSG Frank Sowell

## INDIANAPOLIS

SFC Denise Butler

SFC Eric Miller

SSG Kevin Howell

SSG Clinton Palmer

SSG Christopher Stoltie

## JACKSONVILLE

SSG Arthur Chavis

SSG Timothy Tees

SSG Fernando Tomlinson

SGT Adrian Clark

SGT Randy Rhoden

## MONTGOMERY

SFC James Brown

SFC Daniel Morthland

## NASHVILLE

SSG Delsia Maximo Priest

SSG Kenneth Woody

SGT Kevin Finch

SGT Laurie Fortner

SGT Joel Krueger

## PHOENIX

SFC Patrick Casey

SFC Eric Jackson

SFC Adrian Munoz

SGT Jeffrey Cotten

SGT Adam Koepke

## RALEIGH

SFC Dexter Akers

SFC Charles Edwards

SFC Dennis Robinson

SSG Brian Johnson

## SACRAMENTO

SFC Michael Harper

SSG Raymond Prime

SGT Bryan Burubeltz

## SAN ANTONIO

SSG Joaquin Nava

SGT Bradley Bledsoe

SGT Travis Harker

## TAMPA

SFC Hector Gutierrez

SFC Michael Rodriguez

SFC Mark Smith

SSG Holland Mabes

SSG Paul Ramos

SSG David Tirado

SSG Antwain Williams



**MAY 2008**

## 1ST SPECIAL FORCES

SFC Jeffrey Warren

## 2ND MRB

SFC Vivian Fraim

## BALTIMORE

SFC Malik Carlos

## CLEVELAND

SGT Justin Ellis

## COLUMBIA

SFC Sherita Chambers

SFC Cedric Kirkwood

SFC Melvin Vanderhorst

SSG Romaine Byrd

SSG Bert Feltner

SSG George Stepanenko

SGT Leland Harford

## DALLAS

SFC Jonathan Conrad

SFC Ronald Howard

SSG Christopher Willmouth

## FRESNO

SFC Roger Gomez

# 79R Conversions

**MAY 2008**

## ALBANY

SFC Leonard Roberson

## ATLANTA

SSG Julius Allen

SFC Dennis Perry

## BATON ROUGE

SSG Tramaine Rozier

## BECKLEY

SFC Dean Dean

## CLEVELAND

SSG Thomas Buchanan

SFC Jeffrey Shoemaker

SSG Richard McGee

SFC Thomas Ruppel

SGT Lanelle Lewis

## DALLAS

SSG Shaun Furr

SFC Thomas Moseley

## DENVER

SSG Billy Hackworth

SSG Deborah Leaks

## FRESNO

SSG Manuel Rivera

## GREAT LAKES

SSG Steven Evans

SSG Jason Holley

SSG Stephen Holcombe

SSG John Allen

SSG Michael Warwick

SSG Michael Echtenaw

## HARRISBURG

SSG Linwood Futrell

## KANSAS CITY

SFC Mark Rowe

## MIAMI

SFC Philip Medina

SSG Raul Ortiz-Fernandez

## MID-ATLANTIC

SSG Jose Gonzalez

## MILWAUKEE

SSG Joseph Hohmann

SSG Jason Lowman

## MONTGOMERY

SSG Joshua Deason

## NASHVILLE

SFC Humphrey Vives

## OKLAHOMA CITY

SSG Latisha Wilson

## PORTLAND

SSG Joseph Alviar

SSG Robby Carlson

## RALEIGH

SSG Derrell Greene

## SACRAMENTO

SSG Joey Curry

## SAN ANTONIO

SSG Jose Nieto

## TAMPA

SSG Cameron Cortez

SSG Brandy Phelps

SFC Luis Reyes

SSG Randy Stephens

# Morrell Awards

## RALEIGH

SFC Jeanette Birkholz

SSG Steven Hungarter

## DENVER

SFC Chris Hubbard

SFC Brenda Steinhauser

SSG Robert Easley

## FRESNO

SFC Eric Jackson

## GREAT LAKES

SSG David Shamblin

## HQ CHAPLAINS BRANCH

SFC Jeffie Jones

## INDIANAPOLIS

SFC Eric Miller

SSG Braxton Smallwood

## JACKSONVILLE

SSG Arthur Chavis

SSG Timothy Tees

SGT Adrian Clark

## NASHVILLE

SFC Davis Stills

SFC Kevin Tyler

SSG Kenneth Deaner

SSG Jamal Ghammashi

SSG Christopher Vann

## PHOENIX

SFC Edward Campbell

SFC Richard Cooke

SFC Russell Edwards

## PORTLAND

SSG Timothy Cockerham

SSG Robert McBride

SSG John Orth

## SACRAMENTO

SFC Michael Congdon

SFC Douglas Moorehead

SFC Michael Rhodes

SSG Robert Carswell

SSG Richard Gregory

SSG John James

SSG Shaun McCurdy

SSG Kenneth Miller

SSG Gideon Wilkinson

SSG Derek Williams

SSG Clinton Wilson

## SOUTHERN CALIFORNIA

SSG Roberto Castro

**1. An in-process review (IPR) is a quality control checkpoint on the path to mission accomplishment.**

- a. True
- b. False

**2. According to FM 6-22 which one of the following is a key component of adaptability?**

- a. The ability to master tactical and operational synchronization
- b. A developed background in doctrine and tactics
- c. The ability of a leader to change his practices or his unit by quickly capitalizing on strengths and minimizing weaknesses
- d. None of the above

**3. \_\_\_\_\_ is the voluntary developmental relationship that exists between a person of greater experience and a person of lesser experience that is characterized by mutual trust and respect.**

- a. Cohesion
- b. Mentorship
- c. Adaptability
- d. None of the above

**4. What are the three stages of team building?**

- a. Adapt, lead and challenge
- b. Formation, sustainment and adaptability
- c. Challenge, sustainment and observation
- d. Formation, enrichment and sustainment

**5. Which of the following levels of leadership is considered face-to-face or first-line leadership?**

- a. Strategic
- b. Organizational
- c. Direct
- d. Indirect

**6. Understanding the culture of adversaries and of the country in which the organization is operating is just as important as understanding the culture of a Soldier's own country and organization.**

- a. True
- b. False

**7. The leading category of the core leader competencies include which of the following?**

- a. Leads by example
- b. Professional growth
- c. Competitiveness
- d. Delegation of authority

**8. \_\_\_\_\_ counseling includes getting a Soldier or employee through a period of shock after receiving negative news, such as the notification of the death of a loved one**

- a. Referral
- b. Adverse
- c. Active
- d. Crisis

**9. \_\_\_\_\_ leaders generally include military leaders at the brigade through corps levels, military and civilian leaders at directorate through installation levels, and civilians at the assistant through the undersecretary of the Army levels?**

- a. Strategic
- b. Direct
- c. Organizational
- d. None of the above

**10. Even during ad hoc counseling, leaders should address what four basic components of counseling?**

- a. Interaction; opening the session; Army values; feedback
- b. Military bearing; interpersonal tact; discussing the issues; judgment
- c. Opening the session; discussing the issues; developing a plan of action; recording and closing the session
- d. None of the above

**11. \_\_\_\_\_ is the reason for doing something or the level of enthusiasm for doing it.**

- a. Purpose
- b. Motivation
- c. Influence
- d. None of the above

**12. Which of the following is one of the three core domains that shape the critical learning experiences throughout Soldiers' and leaders' careers?**

- a. Changing environments
- b. Honest encouragement
- c. Self-awareness
- d. Institutional training

**13. When looking at team structures what are the two leader team categories?**

- a. Traditional and experienced
- b. Horizontal and vertical
- c. Conditioned and traditional
- d. None of the above



# Mission Box

The Achievements of One that Contribute to the Success of the Team



1st Brigade



2d Brigade



3d Brigade



5th Brigade



6th Brigade



Medical Recruiting  
Brigade

## May Fiscal Year 2008

### Top Regular Army Recruiter

**SSG Charles Holloway**  
Beckley  
**SGT Donald Serate**  
Beckley

**SSG Kenneth**  
**Piotrowski**  
Jacksonville

**\*Columbus North**  
Columbus

**SSG Wayne Lovell**  
Dallas

**SFC Osmil Sazon**  
Southern California

**SSG Luis Dejesus-Correa**  
6th MRB

### Top Army Reserve Recruiter

**SSG Eugene Randolph**  
Beckley  
**SFC Rodney Early**  
Atlanta  
**SFC Diane Nicholson**  
Columbia

**SFC Kelly Heltzel**  
Oklahoma City

**SGT Alejandro Alatorre**  
Southern California  
**SFC Frank Ressler**  
1st MRB

### Top Large Station Commander

**SFC Leonard Haith**  
Lynchburg Station  
Beckley

**SFC Clinton Henderson**  
Columbia Station  
Columbia

**SFC Gregory Parish**  
Fairview Station  
Indianapolis

**SFC Enrique**  
**Segovia-Ramirez**  
Ingram Park Station  
San Antonio

**SFC Mark Sinderson**  
Medford Station  
Sacramento

**SFC Elizabeth Cimaglio**  
Gainesville Station  
2d MRB

### Top Small Station Commander

**SFC David Bucklin**  
Kaiserslautern Station  
Albany

**SFC Michael Pettigrew**  
Cartersville Station  
Atlanta

**SFC Laurence Stein**  
Parkersburg Station  
Columbus

**SGT Joshua Wilcox**  
Dumas Station  
Dallas

**SFC Kevin Blake**  
Crenshaw Station  
Los Angeles

**SFC Marta Ruiz**  
San Juan Station  
2d MRB

*\*3d Brigade is testing the Team Recruiting Concept*

## Answers to the Test

1. a. FM 6-22 pg 11-7 para 11-44
2. c. FM 6-22 pg 10-9 para 10-55
3. b. FM 6-22 pg 8-14 para 8-84
4. d. FM 6-22 pg 8-16 para 8-97

5. c. FM 6-22 pg 3-7 para 3-35
6. a. FM 6-22 pg 6-7 para 6-39
7. a. FM 6-22 pg 7-3 para 7-2
8. d. FM 6-22 pg B-2 para B-10

9. c. FM 6-22 pg 3-7 para 3-39
10. c. FM 6-22 pg B-12 para B-52
11. b. FM 6-22 pg 7-7 para 7-27
12. d. FM 6-22 pg 8-9 para 8-53
13. b. FM 6-22 pg 3-9 para 3-54



# NEVER LEAVE A FALLEN COMRADE

**Buddies can Prevent Suicide**

**Not all Wounds are Visible**

**Be willing to listen.**

**It is your responsibility to get help for a fellow Soldier**

Talk to your Chaplain or a Behavioral Health Professional or Call Military OneSource 1-800-342-9647

[www.militaryonesource.com](http://www.militaryonesource.com)

TA-063-0107